

STATE LIBRARY OF PENNSYLVANIA



3 0144 00004981 7







PENNSYLVANIA STATE LIBRARY  
DOCUMENTS SECTION



Digitized by the Internet Archive  
in 2015

<https://archive.org/details/laborindustry18unse>











# INDEX

## Volume XVIII -- "Labor and Industry" Monthly Bulletins for 1931

Note: The twelve numbers of Volume XVIII, 1931 of "Labor and Industry" are paged separately. The number of the month precedes the colon and the number of the page follows it.

	Month	Page
Accidents .....	4:	5
Accidents and Compensation .....	3:	32
Accidents Don't Just Happen .....	9:	3
"        "        "        "        " .....	10:	6
Accident Frequency in Pennsylvania .....		
Manufacturing Plants Decreases in 1930 .....	10:	18
Accidents to Working Women in Pennsylvania .....	6:	6
Activities of Bureau of Rehabilitation ..	6:	10
Address of Welcome, Pa. Safety Con- ference .....	4:	4
Administration of Home-Work Regula- tions in 1930 .....	8:	7
Agnew, C. F. ....	4:	20
Allison, H. O. ....	4:	49
Annual Report of Workmen's Compensation Bureau and Board .....	2:	4
Babcock, Frank E. ....	4:	16
Bedding and Upholstery .....	12:	21
Bergquist, Carl W. ....	4:	55
Bricker, Dr. Elizabeth B. ....	8:	10
Building Permits in Principal Municipal- ities of Pa. in 1930 .....	5:	22
Cameron, William H. ....	4:	62
Campbell, John .....	8:	3





	Month	Page
Carling, R. P. ....	4:	75
Carnegie Steel Safety Trophy .....	9:	11
Certificates of Safety .....	10:	4
Changes in the Cost of Living .....	3:	28
Clarkson, George .....	4:	83
Coal Miner and His Family in Strike Times of 1931 .....	11:	3
Coffey, J. J. ....	4:	22, 48
" " " .....	4:	88
Compensable Accidents, 1930 .....	3:	40
Cutten, L. H. ....	4:	16
Darr, Harry .....	4:	80
Decisions of the Workmen's Compensation Board .....	1:	12
" " " " " .....	3:	13
" " " " " .....	5:	12
" " " " " .....	6:	22
" " " " " .....	8:	18
" " " " " .....	9:	13
" " " " " .....	10:	9
" " " " " .....	12:	60
Department in November, The .....	12:	18
Departmental Notes .....	1:	8
" " " .....	3:	9
" " " .....	5:	46
" " " .....	10:	5
Detweiler, J. C. ....	2:	4
Directory of Offices .....	1:	40
" " " .....	2:	65
" " " .....	3:	45
" " " .....	5:	70
" " " .....	6:	52
" " " .....	7:	65
" " " .....	8:	54
" " " .....	9:	41
" " " .....	10:	54
" " " .....	12:	62
Donation of Plaque - Pennsylvania Manu- facturers' Association Safety Trophy	4:	47



Eastern Interstate Conference on Labor	
Legislation .....	7: 3
Employment .....	12: 19
Fennel, D. D. ....	4: 64
Ferry, R. M. ....	4: 23
Focus of Youth, The .....	3: 3
Fortuin, R. B. ....	4: 12
Foutz, Ira E. ....	3: 3
Frederick, M. P. ....	1: 3
Goodspeed, M. C. ....	4: 92
Governor's Address, The Pa. Safety Conference .....	4: 51
Health Hazards in the Use of Tetra- chloride .....	8: 10
Health Posters .....	2: 26
Heinrich, H. W. ....	4: 5
Honor-Roll and Merit Letters .....	3: 5
Horner, Wm. H. ....	2: 4
Horseplay Classified .....	2: 25
Immel, Harry D. ....	3: 6
"     "     " .....	4: 71
"     "     " .....	10: 3
Industrial Accidents to Minors and Work- men's Compensation .....	12: 3
Industrial Board .....	1: 6
"     " .....	2: 25
"     " .....	3: 9
"     " .....	5: 42
"     " .....	6: 16
"     " .....	7: 35
"     " .....	11: 60
"     " .....	12: 59
Industrial Relations .....	12: 22
Industrial Safety .....	4: 32
Industrial Safety Contest Will Determine Accident Facts .....	6: 10
Industrial Standards .....	12: 23
Inspection .....	12: 22





Introduction of Governor Pinchot, Penn-	
sylvanias Safety Conference .....	4: 50
Johnson, Elizabeth S. ....	11: 3
Jones, Dana .....	4: 85
Keller, J. O. ....	4: 26
Kennedy, Thomas .....	4: 41
Kidder, Charles .....	4: 82
Knock Off the Accident Peaks .....	4: 71
Labor Market, The .....	3: 14
Labor and National Safety .....	4: 41
Lanahan, Frank J. ....	4: 32
Letter from President Green, American	
Federation of Labor .....	4: 40
Liggett, H. B. ....	4: 91
List of Those Attending the Pennsylvania	
Safety Conference .....	4: 95
Local Industries Advvertise Safety Drive	11: 54
McBride, J. J. ....	4: 90
McConnell, Beatrice .....	8: 7
" " .....	12: 3
Maguire, William J. ....	1: 17
" " " .....	2: 27
" " " .....	3: 14
" " " .....	4: 104
" " " .....	5: 47
" " " .....	6: 6
" " " .....	6: 30
" " " .....	7: 18
" " " .....	7: 43
" " " .....	8: 29
" " " .....	9: 17
" " " .....	10: 18
" " " .....	10: 30
" " " .....	11: 27
" " " .....	12: 31
Making Industrial Safety Regulations ...	8: 3
National Safety .....	4: 55



	Month	Page
National Safety Council Congress.....	11:	53
Northrup, Dr. A. M. ....	4:	4
Occupational Disease Legislation .....	12:	27
Open Forum, Pa. Safety Conference .....	4:	71
Pennsylvania's "Peak Month" Safety		
Drives .....	3:	6
Pennsylvania Safety Conference .....	4:	4
Philadelphia Electric Company Safety		
Awards .....	5:	6
Population in 1930 .....	5:	30
Potter, Dr. Ellen C. ....	4:	70
Protecting the Buyer of Bedding and Up-		
holstery from Fraud .....	1:	3
Psychology of Safety, The .....	4:	26
Public School Art Is Aid to Safety		
Campaign .....	6:	3
Ramsey, N. L. ....	4:	74
Rawle, James W. ....	4:	43
Rehabilitation .....	12:	24
Reninger, Colonel Henry .....	4:	76
Review of Industrial Statistics .....	1:	17
"    "    "    "    .....	2:	27
"    "    "    "    .....	3:	14
"    "    "    "    .....	4:	104
"    "    "    "    .....	5:	47
"    "    "    "    .....	6:	30
"    "    "    "    .....	7:	43
"    "    "    "    .....	8:	29
"    "    "    "    .....	9:	17
"    "    "    "    .....	10:	30
"    "    "    "    .....	11:	27
"    "    "    "    .....	12:	31
Richards, John R. ....	5:	3
Safety .....	4:	43
Sankey, C. E. ....	4:	20
Schedule of Hearings of Workmen's		
Compensation Board .....	5:	21
"    "    "    "    .....	12:	61





Secretary, The, Department of Labor and Industry.....	12: 18
Singer, G. P. ....	4: 78
Snapshot of Wages and Earnings in the Bituminous Coal Mining Industry in the Allegheny District Just before the Strike .....	7: 18
Specimens Requested for Benzol Poisoning Tests .....	11: 59
Spicer, John S. ....	9: 3
Square Pegs in Square Holes .....	5: 3
Stabilization in Pennsylvania .....	12: 13
They Put Safety First .....	1: 9
" " " " .....	2: 22
" " " " .....	3: 10
" " " " .....	5: 8
" " " " .....	6: 12
" " " " .....	7: 40
" " " " .....	8: 13
" " " " .....	9: 8
" " " " .....	10: 26
" " " " .....	11: 56
" " " " .....	12: 57
Thomas, D. C. ....	4: 17
Three Trophy Winners .....	12: 28
Unusual Safety Records .....	4: 12
Wheeler, H. W. ....	4: 92
Will Honor Safe Industry .....	10: 3
Women and Children .....	12: 23
Workmen's Compensation Board .....	12: 26
Workmen's Compensation Bureau .....	12: 24
Workmen's Compensation Law .....	6: 20



# LABOR AND INDUSTRY

*Published monthly by*

DEPARTMENT OF LABOR AND INDUSTRY  
COMMONWEALTH OF PENNSYLVANIA

A. M. NORTHRUP, M. D., *Secretary*

LINCOLN C. CARSON AND EFFIE REIMENSNYDER, *Editors*

---

Vol. XVIII

JANUARY, 1931

No. 1

---

## Contents

	Page
Protecting the Buyer of Bedding and Upholstery from Fraud . . . . . M. P. Frederick, Director, Bureau of Bedding and Upholstery.	3
Industrial Board . . . . .	6
Departmental Notes . . . . .	8
They Put Safety First . . . . .	9
Recent Decisions of the Workmen's Compensation Board . . . . .	12
Review of Industrial Statistics . . . . . William J. Maguire, Director, Bureau of Statistics.	17
Directory of Offices . . . . .	40

DEPARTMENT OF LABOR AND INDUSTRY  
A. M. NORTHRUP, M. D., *Secretary*

---

EXECUTIVE BUREAU

W. A. RIDDLE, *Deputy Secretary*

JOHN H. WALKER, *Assistant to Secretary*

In charge of inspections of State-owned institutions

---

BUREAU OF INSPECTION

HARRY D. IMMEL, *Director*

T. J. GOULD, *Assistant Director*

---

BUREAU OF WORKMEN'S COMPENSATION

W. H. HORNER, *Director*

M. G. LEHMAN, *Assistant Director*

---

BUREAU OF REHABILITATION

WILLIAM S. CROZIER, *Director*

---

BUREAU OF EMPLOYMENT

S. S. RIDDLE, *Director*

---

BUREAU OF INDUSTRIAL STANDARDS

JOHN CAMPBELL, *Director*

S. W. HOMAN, *Assistant Director*

---

BUREAU OF INDUSTRIAL RELATIONS

DAVID WILLIAMS, *Director*

---

BUREAU OF STATISTICS

WILLIAM J. MAGUIRE, *Director*

TOLBERT C. K. SMEE, *Assistant Director*

---

BUREAU OF WOMEN AND CHILDREN

BEATRICE MCCONNELL, *Director*

---

BUREAU OF BEDDING AND UPHOLSTERY

M. P. FREDERICK, *Director*

FRED W. WYBLE, *Assistant Director*

---

BUREAU OF ACCOUNTING

WILLIAM C. HALFPENNY, *Director*

---

INDUSTRIAL BOARD

A. M. NORTHRUP, M. D., *Chairman*

GEORGE W. FISHER

JOHN A. PHILLIPS

Mrs. HUGH NEELY FLEMING

A. L. LINDERMAN

JAMES S. ARNOLD, *Secretary*

---

WORKMEN'S COMPENSATION BOARD

A. M. NORTHRUP, M. D., *ex-Officio*

PAUL W. HOUCK, *Chairman*

JOSEPH E. FLEITZ

J. L. MORRISON

J. C. DETWEILER, *Secretary*

A. L. LEWIS, *Assistant Secretary*

---

STATE WORKMEN'S INSURANCE BOARD

A. M. NORTHRUP, M. D., *Chairman*

EDWARD MARTIN, *State Treasurer*

CHARLES F. ARMSTRONG, *Insurance Commissioner*

---

STATE WORKMEN'S INSURANCE FUND

W. JACK STITELER, *Manager*

J. G. BINGAMAN, *Assistant Manager*

1258.14  
1.8  
1931

# PROTECTING THE BUYER OF BEDDING AND UPHOLSTERY FROM FRAUD

## Pennsylvania Bureau Seeks to Prevent Sale of Materials That Endanger Health or That Are Mislabeled

BY M. P. FREDERICK

*Director, Bureau of Bedding and Upholstery*

Beginning as a purely State institution, operated under the Department of Labor and Industry, the Pennsylvania Bureau of Bedding and Upholstery has become nationwide in its scope and beneficial activities.

The work of the Bureau in protecting the public against fraud and misrepresentation in the manufacture and sale of materials that go into the upholstering and mattress trade, as well as guarding the health of purchasers, has been of such a nature that it has attracted the attention of other State institutions, manufacturers, and even the various Departments of the United States Government.

Almost daily inquiries are received by this Bureau from all sections of the country for information as to its operation, and several State governments are contemplating legislation for the regulation of the manufacture and sale of bedding and upholstered furniture modeled on the Pennsylvania law.

At the beginning of the 1929-30 biennium, the work of this Bureau began to attract the attention of not only manufacturers but educational institutions as well. It was at this time that the Bureau furnished the American University at Washington, D. C., with charts of vegetable and animal fibers entering into the manufacture of articles of bedding and upholstered furniture. These were used as part of the freshman course in economics of that institution.

The attention of the Bureau up to this point had centered on feathers and down and the proper classification and labeling of articles filled with either or both. Bulletin No. 10 on "Feathers and Down" had received much favorable comment and reprints of it appeared, from time to time, in a number of industrial magazines.

It was discovered in November, 1928, through testing many samples of feathers received from various sources, that some of the largest manufacturers of feather- and down-filled pillows were grossly misrepresenting the filling materials on the tag attached to such articles. As most of these manufacturers were located outside of Pennsylvania and all were members of the Better Bedding Alliance of America, Chicago, Ill., the matter was laid before the executive officers of that organization, with the result that a resolution was passed directing the secretary to notify all members, guilty of violating provisions of the Pennsylvania Bedding and Upholstery Act, that it was expected of them to comply, in every respect, with the regulations of this Bureau. Since that



time little trouble has been experienced with this group of manufacturers in properly labeling feather- and down-filled pillows.

Following this work Bulletin No. 11 on "Hair and Its Substitutes" was published. There was just as much mislabeling of hair mixtures as with the feather and down mixtures. This bulletin presents a brief description of the various animal hairs and vegetable fibers used as mattress fillings and outlines the physical and chemical qualities possessed by these materials.

Hospitals use large amounts of hair for mattresses. Severe competitive bidding has caused the pure curled horsehair to be substituted by lower quality hairs, such as hoghair and cattle hair, or dyed vegetable fibers which somewhat resemble horsehair in appearance but are decidedly inferior to horsehair in service.

After the publication of Bulletin No. 11, help was given to the Pennsylvania Department of Property and Supplies in the purchase of hair- and feather-filled articles for State-owned institutions. In order to buy the best filling materials for the amount of money invested, it was necessary to draw up specifications for different grades of feathers and for different grades of hair.

These Pennsylvania specifications, as they have been called, have been the standards which have governed the buying of all articles filled with feathers or hair which have been purchased for State-owned institutions during the past year. The Department of Property and Supplies sends all samples of hair and feathers, submitted to it on competitive bidding, to this Bureau for analysis. The sample meeting the specifications and the lowest in price is the one which receives the award. When hair is purchased in bulk, the hair is weighed and analyzed at point of delivery to see if it is the same as that submitted with the bid.

The Pennsylvania specifications on feathers have been adopted by the United States Veterans' Bureau at Washington. That Bureau has bought thousands of pillows during the past year. The United States Navy Yards, through its test officer of the Metallurgical Laboratory, Philadelphia, asked us to help them in checking samples from 200,000 pounds of hair with the result that they adopted our specifications on curled hair. Many requests for these specifications have been received from institutions throughout the United States, and they have been the means of much saving of money to these institutions.

One State hospital in Vermont, after buying a large quantity of what they supposed to be horsehair, sent us a sample to be analyzed. It was found to contain 25 per cent horsehair and 75 per cent hoghair. After weeks of correspondence with the firm from whom they had purchased the hair, this hospital was reimbursed \$234 on this one shipment.

There is reason to believe that the same percentage of hoghair was often mixed in shipments of horsehair made to many institutions in Pennsylvania, prior to the analytical work being done by this Bureau. The Department of Property and Supplies is now buying for State-owned institutions a mixture of 50 per

cent horse tail and 50 per cent horse mane hair for much less than they previously paid for hair, the greater portion of which was hoghair.

In connection with the work of this Bureau in investigating the source of cotton filling used in mattresses, the American Cotton Waste Exchange, of Boston, Mass., asked the Director of this Bureau to testify before the Interstate Commerce Commission at Boston that the transportation of second-hand mattresses without disinfection and sterilization constituted a health menace. A leaflet entitled, "What Is in Your Mattress?", issued by this Bureau in an effort to awaken the thought of the purchasing public to what its subject implies, was read into the records of the hearing as "Exhibit No. 17."

The sterilizing and disinfecting work which the inspectors of this Bureau had been doing in rural districts, previous to holding public sales of household goods, has been turned over to the auctioneers throughout the State. These auctioneers are all registered and assigned a numbered certificate. They report to this office all sales at which sterilized and disinfected articles are sold, giving detailed information regarding the sterilization work and the number of articles which they sterilized and sold.

In the early part of 1930, R. L. Houtz, chemist of this Bureau, attended the school on classification and grading of cotton linters, conducted in New York by the United States Department of Agriculture under the direction of G. S. Meloy, cotton specialist. Since that time the work on standards for cotton and cotton linters in our Bureau has progressed rapidly.

Bulletin No. 12 on "Pennsylvania Approved Methods of Sterilization and Disinfection"; Bulletin No. 13 on "Kapok and Its Adulterants"; Bulletin No. 14 on "Cotton, Cotton Linters and Cotton Wastes"; and Bulletin No. 15 on "Wool and Its Adulterants" are in the process of preparation.

## INDUSTRIAL BOARD

The following rules and interpretations were approved at a meeting of the Industrial Board on December 19, 1930:

### RULES

1. Amendment to Rule M-14 of the Regulations for Boilers, to read:

“Each miniature boiler for operation with a definite water level shall be equipped with a glass water gage for determining the water level. *At least one tricoch shall be provided.* The lowest permissible water level shall be at a point one-third of the height of the shell, except where the boiler is equipped with internal furnace, when it shall be not less than one-third of the length of the tubes above the top of the furnace.”

### INTERPRETATIONS

1. Interpretation of Rule 3 of the Regulations for Protection from Fire and Panic—Fireproofing, to read:

“It is interpreted that the requirements of Rule 3 paragraph (a) of the Regulations for Protection from Fire and Panic—Fireproofing, are complied with if concrete is poured to form joists as well as the ceiling itself provided that the concrete joist thus formed is at least five inches in width and the slab over the joist at least three inches in thickness.”

2. Interpretation of Rule 210 (g) of the Regulations for Protection from Fire and Panic—Class 2 Buildings, to read:

“Where motors used in exhaust systems of projection rooms are placed in separate compartments fully insulated and installed in a manner satisfactory to the Industrial Board, such compartments may be placed in the ventilating ducts leading from the projection rooms without conflict with the provisions of Rule 210 (g) of the Regulations for Protection from Fire and Panic—Class 2 Buildings.”

3. Interpretation of Rule 108 of the Regulations for Ladders, to read:

“It is interpreted that where the Industrial Board has determined that equivalent strength is secured, the various sections of sectional ladders may be of greater length than specified in the Regulations for Ladders, the maximum length of each section not to exceed the total length permitted by the Regulations.”

The following devices were approved by the Board:

<i>Company</i>	<i>Device</i>
Automatic Sprinkler Corporation of America, Cleveland, Ohio	Lowe Automatic Release.
Connellsville Iron Works, Connellsville, Pa.	School type tubular fire escape.
Bethlehem Steel Company, Steelton, Pa.	Type "A" boiler door latch.
A. F. Shane Company, Pittsburgh, Pa.	Type "EG-1" 115 volt A.C. and D.C. emergency lighting systems.
Vigilant Safety Device Company, Sharon, Pa.	Extension of approval number 761 to cover installation on motiograph pro- jectors.

## DEPARTMENTAL NOTES

John S. Spicer, Chief of the Accident Investigation Section of the Bureau of Inspection, has arranged for a series of talks on "Teaching Safety" to the students of the vocational education classes conducted by Professor Leander G. Logan at the Cheyney Training School for Teachers at Cheyney, Pa. A similar talk was given to students in the Millersville State Teachers' College at Millersville, Pa.

---

Edwin R. Baldrige, of Altoona, Pa., was appointed a referee, Workmen's Compensation Board, Altoona District, to succeed Jacob Snyder, of Roaring Spring, who was one of the original appointees and had served since January 1, 1916.

### JOSEPH J. ROHLMAN

Joseph J. Rohlman, sixty-five years old, a factory inspector of the Department of Labor and Industry from November 8, 1915, to January 1, 1931, died at his home in Columbia, Pennsylvania, on February 2, 1931. After a prolonged illness, Inspector Rohlman terminated his more than fifteen years of efficient service in the Bureau of Inspection by accepting retirement only a month before his death.



## THEY PUT SAFETY FIRST\*

OUTSTANDING ACTIVITIES OF PENNSYLVANIA INDUSTRY ASSEMBLED BY THE  
BUREAU OF INSPECTION

The Midvale Steel Company, of Philadelphia, on November 29, 1930, completed a run of 204 days covering 3,020,292 man-hours without a lost-time accident. This is one of the most remarkable safety records credited to the steel industry in Pennsylvania.

---

The W. R. Hoehn Silk Company, of Williamsport, manufacturers of silk cloth, reports two lost-time accidents during 1929 and 1930 up to December 2nd of the latter year.

---

Announcement has been made of a compensation rate of 30 cents per \$100 payroll for the J. G. Brill Company, of Philadelphia, covering the year 1931. The basic compensation insurance rate for car building is \$1.75. As further evidence of the economic reward of the Brill Company's safety activities it should be noted that this concern's 1931 rate is less than half the base rate of hotel employes which is 65 cents, and only a little more than half that of grocery stores which is 55 cents.

---

The Keystone Laundry, of Harrisburg, with an average of 47 employes, reports no lost-time accidents over a period of five years up to December, 1930.

---

With a record of 18 lost-time accidents during the first six months of 1930 for an average of 3,963 employes working 4,733,412 hours, the Philadelphia plant of the General Electric Company won the National Safety Council contest plaque. In this contest the Philadelphia concern was in competition with other heavy machine plants in all sections of the country employing a total of 73,742 workers. The accident frequency rate of the Philadelphia General Electric plant for the period covered was 3.803.

---

The Harrisburg Pipe and Pipe Bending Company, of Harrisburg, which recently has been showing a consistent improvement in safety, reports no lost-time accidents among an average of 350 employes during the months of September and November, 1930.

---

The Central Iron and Steel Company, of Harrisburg, averaging 400 employes, had no lost-time accidents in September, 1930, and only one in November, 1930.

---

\*This will be a regular feature in **Labor and Industry**. Pennsylvania concerns are invited to submit from time to time safety records that they consider worthy of publication. Address: Director, Bureau of Inspection, Department of Labor and Industry, or your Divisional Supervisor of the Bureau.

With an average of 80 employes the J. Gibson McIlvain Company, lumber and mill work, of Philadelphia, worked from February 28, to October 27, 1930, when this report was made, without a lost-time accident, operating six days per week.

---

The Jump House-Wrecking Company, at Philadelphia, which is the largest concern in that city devoted to demolition of buildings, reports three lost-time accidents for a total loss of 14 days' time from July 1st to October 31, 1930. This is regarded as an excellent record in an extra hazardous industrial activity.

---

The York Foremen's Club, of York, which has more than 1,000 members, started a no-lost-time accident campaign September 1, 1930, among the 133 plants represented in its membership. The last report of this campaign showed that 86 plants had gone 52 days without accident. At each monthly meeting of the Club a large chart shows the progress of the campaign.

---

With an average of 240 employes, the Stephen Greene Company, printers, of Philadelphia, experienced only two lost-time accidents from January 1st to October 31st, 1930. One of these was a machine accident causing a loss of two days, and the other which occurred when an employe fell from a shelf upon which he had climbed resulted in a loss of 10 days' time. A continuous period free from accidents was recorded from January 1 to August 15, 1930.

---

Safety Engineer Evans, of the Atlantic Refining Company plant, at Franklin, reports as of November 12th, 1930, an accident-free period extending from August 21st embracing 100,000 man-hours of exposure per month. This record is especially noteworthy because of the considerable amount of construction work in progress.

---

Mr. R. M. Godwin, Superintendent of the Safety Department of the Philadelphia Electric Company, reports that the Electric Generating and Steam Heating Section of this concern comprising 716 employes had, in November, 1930, gone through five consecutive months without a lost-time accident. Some of the individual stations, Superintendent Godwin reports, have records of 23 consecutive months without accident. The Substation Section comprising 200 employees had a two-months' accident-free period with some Substation Districts reporting 18 consecutive months without accident.

---

On November 12, 1930, Mr. Amos S. Keen, Safety Engineer, of the Armstrong Cork Company, at Lancaster, reported 68 days without a lost-time accident among a working force of 2,200 employes, with a total of 1,022,997 hours exposure.

The Brady-Hindle Company, operating a lumber mill, of Philadelphia, with 12 employes, experienced no lost-time accidents from January 1st to October 31st, 1930, when this record was submitted.

---

The United States Aluminum Company, at New Kensington, for the first 10 months of 1930 had a record of 41 lost-time accidents as against 232 in the same period of 1929. The number of employes was about the same in both years.

---

The plant of the Bethlehem Steel Company and the Viaduct Tube Mills, at Coatesville, with an average working force of 1,350, and an average monthly exposure of 265,000 man-hours, had on November 25, 1930, gone 156 days without a lost-time accident. This plant won first place in the second and third quarters of the Bethlehem Corporation's safety competition in 1930.

---

The Equitable Auto Company, of Pittsburgh, engaged in hauling with 195 employes, had no lost-time accidents in October, 1930.

---

The Universal Dental Company, Incorporated, of Philadelphia, manufacturers of artificial teeth, recorded no lost-time accidents among 200 employes from January 1st to November 1st, 1930.

---

Walter A. Gleason, Safety Director of the Hammermill Paper Company, at Erie, writing to Supervising Inspector C. M. Carey, of the Kane office of the Bureau of Inspection, under date of November 12, 1930, says, "October was a happy time for us as we completed the month without any lost-time accidents. This is the first time in some years that we have scored a perfect record. We have come close a great many times, having had many months when only one accident occurred, but this one was 100 per cent; 1,287 employes in mill and office worked 292,500 hours to accomplish this."

---

The Plate Glass Division of the Ford Motor Company, located at Glassmere, with 768 men employed, completed March and September, 1930, without a single lost-time accident. The record for the first nine months of 1930 shows a loss through accidents of 1,472 hours out of a total of 1,069,047 hours worked. This report is based upon accidents causing a loss of time of one or more days.

---

The Duquesne Light Company, of Pittsburgh, with 2,150 employes engaged in the manufacture and distribution of electricity, reports two months, February and October, out of the first 10 months of 1930, as free of lost-time accidents.

# RECENT DECISIONS OF THE WORKMEN'S COMPENSATION BOARD

NESBIT v. DAVID W. NESBIT

*Employer—Employee.*

*The claimant is the husband of the defendant and was injured while working in a store and meat market conducted by the latter and was awarded compensation for loss of the use of a hand. Claim was resisted on the ground that the evidence does not sustain the finding that the relation of employe and employer existed between the husband and wife and that the payment of workmen's compensation by a husband to his wife is not within the intent and purpose of the Workmen's Compensation Act. The findings and award of the referee were affirmed and the appeal dismissed.*

OPINION BY COMMISSIONER FLEITZ—DECEMBER 4, 1930

Claimant herein received an accidental injury while working in a store and meat market owned and conducted by her husband. The injury resulted in the loss of the claimant's right hand. For this injury she filed a petition seeking compensation. After answer and hearing, the referee made an award and the defendant, by its insurance carrier, has appealed from the referee's findings of fact and conclusions of law, contending, first, "there is no sufficient evidence to sustain the fact that husband and wife were employer and employe," and second, "the payment of workmen's compensation by a husband to his wife is not within the intent and purposes of the Workmen's Compensation Act." Because of the fact that we have been unable to find a case decided in Pennsylvania wherein this exact question arose, we have made a very careful examination of the testimony and all the record facts. From this examination we are convinced that the exceptions cannot be sustained. As to the first exception, the testimony as to the relationship of employer and employe between the husband and wife was clear and convincing and the credibility of these witnesses was largely for the referee to determine. The second exception raises purely a legal question, viz., as to whether or not under the Compensation Law the relationship of employer and employe may exist between husband and wife. The Workmen's Compensation Act of June 2, 1915, with its amendments, provides, Section 103-104, *inter alia*:

Section 103 is as follows:

"The term 'employer' as used in this Act is declared to be synonymous with master, and to include natural persons, partnerships, joint stock companies, corporations for profit, corporations not for profit, municipal corporations, the Commonwealth, and all governmental agencies created by it."



Section 104 is as follows:

“The term ‘employee’ as used in this Act is declared to be synonymous with servant, and includes all natural persons who perform services for another for a valuable consideration, exclusive of persons whose employment is casual in character and not in the regular course of the business of the employer, and exclusive of persons to whom articles or materials are given out to be made up, cleaned, washed, altered, ornamented, finished, or repaired, or adapted for sale in the worker’s home or on other premises not under the control of management of the employer.”

Under the provisions of the Act and its amendments, and the decisions of the Courts, the following persons or classes of workers are excluded from the benefits of the Act:

1. Persons whose employment is casual and not in the regular course of the business of the employer;
2. Persons to whom articles or materials are given out to be made up, cleaned, washed, altered, ornamented, finished, or repaired, or adapted for sale in the worker’s own home or on other premises not under the control or management of the employer;
3. Domestic servants and agricultural workers;
4. Those whose agreements constitute them independent contractors;
5. Railroad or other employees engaged in interstate commerce;
6. Maritime employees;
7. Minors employed contrary to statute;
8. Elective offices;
9. Civil employees of the United States;
10. Members of co-partnerships;
11. Officers of corporations;
12. Volunteers . . . those not working for a valuable consideration;
13. Persons violating the criminal law.

It would therefore appear that the claimant in this case has not been excluded from the benefit of the Compensation Act or by the expressed provisions thereof, nor by decisions of the Courts. If she is excluded at all, it must be by implication, and this we are not willing to affirm. There are English cases to the effect that a person forming a part of the employer’s family is excluded from the class to whom compensation shall be payable, but the English Workmen’s Compensation Act of 1897, expressly provides for such exclusion. This is also true in the Compensation Acts of some of our own states. The Connecticut statute contains an express provision excluding employees residing with and forming a part of the household of the employer. The Board has held that a child employed by its parent is not excluded from the Act, *Cowher v. Cowher*, 9 Walnut, 127, and this conclusion has been sustained by the Court. *Butz v. Butz*, 9 Houck, 289. It has also been held in some of our sister states, to wit, *Re Humphrey*, 227 Mass. 166—116 N. E. 412, that a wife could not be an employee

of a husband for the reason that such employment presupposes a contractual relationship, and that a married woman in Massachusetts could not make a contract either expressed or implied with her husband. If such a disability existed in Pennsylvania, it was apparently corrected by the Act of March 27, 1913, P. L. 14, which amends Section 111 of the Act of June 8, 1893, P. L. 444, wherein it is provided:

“Hereafter a married woman may sue and be sued civilly in all respects and in any form of action, and with the same effect and results and consequences as an unmarried person, but she may not sue her husband except in a proceeding for divorce or in a proceeding to protect and recover her separate property.”

We do not believe however that it is necessary to go outside of our own Compensation Act for legal authority in deciding this question, as our Appellate Courts have held that a proceeding to secure compensation was not “litigation” and was not controlled by common law rules of law or procedure. The obligation resting upon the employer and employe under the protection of the Act has been held to be contractual, but the obligation itself is superimposed by statute, upon both parties, and this contract to be ineffectual, must be repudiated by one or both. Such repudiation did not occur in the present case. It is true that in claims arising under such relationship the testimony should be scrutinized with great care in order to prevent fraud being perpetrated upon an employer, but in the present case we are unable to discover anything that would even suggest such a fraudulent agreement between the husband and wife. The referee has made a careful and complete summarization of all the facts as shown by the testimony, and his conclusions of law and award logically followed. These are affirmed and the appeal dismissed.

---

#### MCKISSICK v. STATE WORKMEN'S INSURANCE FUND

*Illegal Employment—Where a female under the age of twenty-one is employed after 9:00 P. M., such employment is illegal and in violation of the Act of May 13, 1915, P. L. 286. Compensation disallowed.*

#### OPINION BY COMMISSIONER MORRISON—DECEMBER 30, 1930

Martha McKissick, a little over seventeen years of age, began her employment with the defendant at six P. M., May 12, 1930. Between nine and nine-thirty P. M., her dress caught in a revolving part of an ice-cream making machine, inflicting the injury which is complained of here. The insurance carrier denies liability on the ground the claimant was illegally employed and the Compensation Act is not applicable. Section 5 of the Act of May 13, 1915, P. L. 286, reads:

"No female under 21 years of age shall be employed, or permitted to work in, or in connection with, any establishment before the hour of 6 o'clock in the morning or after the hour of 9 o'clock in the evening of any day: Provided, That this section shall not apply to females under the age of 18 years employed as telephone operators."

The second paragraph of Section 3 (a) reads:

"Provided that during weeks in which a legal holiday occurs and is observed by an establishment, any female may be employed by such establishment during three days of such week for a longer period of time than is allowed by this act; but no female shall be permitted to work more than two hours overtime during any one of such three days nor more than the maximum hours per week specified in this act."

In the second paragraph of Section 13 are these words:

"Such female may begin work after the time for beginning and stop before the time for ending work, stated in such schedule; but she shall not otherwise be employed or permitted to work in, or in connection with, any establishment, except as stated in such schedule."

The schedule referred to is that required by law to be posted, stating the hours of commencing and stopping work, which hours, of course, must conform to the Act of May 13, 1915.

In *Fleck v. Johnson* (IX Houck 253) the claimant was a girl employed in a printing office to do work not connected with the power-driven machinery, being under age for the latter work. On a certain day she persuaded a fellow workman to permit her to "feed" the job press and while so engaged her employer came to the work room making a commendatory remark that was considered as permission to continue. In a short time the girl's hand was caught and badly hurt. The Allegheny County Common Pleas Court held that while she was legally employed, the accident which caused her injury was illegal, therefore, the Compensation Act did not apply.

*Johnson v. Endura Manufacturing Company* (282 Penna. 323) holds that where the engagement is lawful and the presence of the minor on the premises is, therefore, proper, the execution by him or her of some other incidental service, which comes within the prohibited class does not tinge the whole employment with illegality. In that case the claimant was engaged to operate a punch press, legal employment for a boy of his age, but in the course of the trial it developed that his duties included the oiling and cleaning of the machine and the jury was permitted to infer from his statement that he was permitted to employ such services when the press was moving. Oiling or cleaning machinery in motion is illegal for a boy of that age and whether the inference was warranted



or not, the jury found that the boy had at times been permitted to oil machinery while in motion. This being a violation of the Child Labor Act it was held that the boy's employment was in violation of that Act. The Supreme Court, however, pointed out definitely that Johnson, when injured, was not oiling machinery but was doing the work for which he was employed and was directly within the law.

Applying these principles to the case at bar, the incident of claimant working under permission after the legal hour of nine o'clock does not tinge the contract of employment with illegality but the fact that this variation of working beyond the legal quitting time was, of itself, the cause of her injury; had she not worked beyond nine o'clock there would have been no injury in this case. It is unfortunate that compensation must be withheld in this case where doubtless both employer and employe had no thought of violating the law but it is necessary to carry out the legislative intent. The Board is obliged, therefore, to set aside the referee's findings of fact and conclusions of law and award, and to sustain the appeal.

# REVIEW OF INDUSTRIAL STATISTICS

PREPARED BY  
*The Bureau of Statistics*

The Labor Market

**State Employment Office Reports**—The reports from Public Employment Offices for the four-week period ending November 22, 1930, while showing no distinct improvement in general employment conditions throughout the State, did indicate a slightly improved ratio of the number of applicants registered to jobs open. The ratio of applicants for employment per 100 jobs open as established by the Public Employment Office figures increased sharply in October, but declined slightly in November. The ratios for the three months were 325 applicants for every 100 jobs open in September, 350 to 100 in October, and 345 to 100 in November. For November, 1929, the ratio was 221 applicants to every 100 jobs open. Applicants for employment during the four weeks, October 27 to November 22, inclusive, numbered 9,800, or 3.8 per cent more than the number registered during the preceding four-week period. Employers called for a total of 2,837 workers during the November period, or a 5.1 per cent increase over the demand recorded for October. Jobs were secured for 2,444 persons during November, a 1.0 per cent increase over the number of placements made during October.

The relative availability of employment during November for the various districts in which State Public Employment Offices are operated is indicated in some measure by the ratio of applicants to openings reported from the various offices. These ratios of the number of applicants registered per 100 jobs available for the four-week period ending November 22, 1930, were as follows: Allentown, 466; Altoona, 277; Erie, 193; Harrisburg, 238; Philadelphia, 310; Pittsburgh, 440, and Scranton, 250. Ratios for the offices located in Johnstown, Lancaster, New Castle, Oil City, Reading, and Williamsport are not given, because there being less than 100 job openings reported from each of these cities, the resulting ratios are not significant of labor market conditions in those cities.

A summary of the State Public Employment Office records for the first eleven months of 1930 shows that 105,699 persons applied for work at the various offices during that period, an increase of 6,456, or 6.5 per cent, over the number who applied for work during the corresponding eleven months in 1929. As might be expected during a period of industrial depression such as existed throughout 1930, the demand for workers from industry was far below normal and was entirely inadequate to absorb the available supply of labor. Calls for only 33,073 workers were received from employers during the first eleven months of 1930, less than one-third of the number of jobs required to furnish employ-

ment to all who applied for work, and a 35.6 per cent decrease in job opportunities as compared with conditions prevailing in the employment market during the first eleven months in 1929. Jobs were found for 28,166 persons during the first eleven months of 1930 as compared with 39,142 placements made during the first eleven months during 1929, a 28.0 per cent decrease. Jobs were secured for 26.6 per cent of all who applied for work at the Public Employment Offices during the first eleven months of 1930, while 39.4 per cent of all applicants were placed during the first eleven months in 1929. The ratio of applicants to available jobs for the first eleven months of 1930 was 320 to 100 as compared with the ratio of 193 to 100 for the first eleven months in 1929, a 66 per cent increase.

**Reports from Manufacturing Firms**—Reports from manufacturing concerns for November, 1930, showed further declines in employment and payroll totals. Factory employment for November dropped 2.1 per cent as compared with October, and factory payrolls declined 7.3 per cent. These statements are based on reports to the Federal Reserve Bank of Philadelphia and to the Department of Labor and Industry from 838 firms engaged in 51 classes of manufacturing activity and representing more than a third of the total manufacturing industry in the State. While some seasonal decline in manufacturing is normally anticipated for November, the reductions reported for November, 1930, were somewhat greater than those caused by the usual seasonal recessions. Between October and November, 1929, manufacturing employment decreased 1.5 per cent and average payrolls decreased 4.4 per cent. The index of factory employment for November, 1930, at 85.6 per cent of the 1923–1925 average was the lowest point reached during the present depression and is also the lowest recorded during the eight years for which records of manufacturing employment are available. Likewise, the index of manufacturing payrolls for November, 1930, at 75.4 per cent of the 1923–1925 average was the lowest for any month during the last eight years. Manufacturing employment for November, 1930, was 14 per cent less than in November, 1929, and 9 per cent below November, 1928. Factory payrolls for November, 1930, were 28 per cent less than in November, 1929, and 22 per cent less than in November, 1928.

The November reports showed reduced employment and curtailed operating time for a large majority of the industries represented in the report. Thirty-seven of the 51 industries represented showed decreased employment as compared with October, and 42 of the 51 industries reported reduced payrolls. The textile industries comprised the only group exhibiting an upward tendency, although individual industries of other groups, such as iron and steel forgings in the metal group, automobile bodies and parts in the transportation equipment group, and the cigar manufacturing industry also showed some gain for November.

In the textile group, the silk, dyeing and finishing, carpet and rug, knit goods, and women's clothing industries showed the most marked improvement. In the silk industry, gains in employment and payrolls were reported by more than 60 per cent of the firms and the general tone of the reports submitted was optimistic, although some plants found it necessary to reduce the weekly hours of work, and one plant reported a general reduction of wages. Dyeing and finishing plants recorded some increase in line with the general improvement of the textile business upon which their activity is dependent. The majority of knitting mills reported increased activity, although one small plant closed during the month and several others are still on a part-time basis. The women's clothing industry showed the largest recovery for the textile group and is now operating only slightly below the level for this period in 1929. A part of the increase for this industry is due to the fact that one factory which was closed during October reopened with a normal force in November. One factory reported working a day and night shift in order to meet seasonal production demands.

Of the industries reporting decreased employment and payrolls for November, 1930, largest reductions were shown for the metal, transportation equipment, building material, and leather and rubber products groups.

There was a noticeable reduction in the average weekly earnings of manufacturing workers in November. The weekly earnings of workers in all manufacturing industries averaged \$23.16 for November as compared with an average of \$24.45 a week for October, a 5.3 per cent decrease. It is believed that a wide spread observance of the Armistice Day holiday together with curtailment of weekly working hours account for this decrease in average earnings, and that the decrease is not due to any general reductions in wage rates. Reports from two-thirds of the factories which gave information as to the total number of hours worked during November showed a 6.1 per cent reduction in total hours worked as compared with October. Workers in manufacturing plants averaged 41.4 hours a week in November as compared with an average of 43.5 hours in October and as compared with an average of 48.5 hours a week in November, 1929.

Employment in manufacturing increased slightly in November in the Allentown, Altoona, Hazleton, Lancaster, Scranton, and Wilkes-Barre areas, but fell off in all other sections of the State. Factory employment and payrolls for November, 1930, in each of the sixteen districts of the State covered by these reports showed decided decreases in comparison with the totals for November, 1929.

**Coal Mining**—Reports from 145 operators in the anthracite industry to the Anthracite Bureau of Information indicated a distinct lessening of anthracite mining activities for November as compared with October. Employment in anthracite mines for November decreased two per cent as compared with Octo-



ber and average payrolls dropped 16 per cent. The level of employment in anthracite mines for November, 1930, was approximately nine per cent lower than in November, 1929, while average payrolls were reduced nearly five per cent.

Reports from 393 mines in the bituminous industry in Pennsylvania show a slight gain in employment for November as compared with October, but average payrolls decreased 1.4 per cent. Comparison with records for last year indicate that employment in bituminous mines for November, 1930, was approximately nine per cent less than for the corresponding month last year, while payrolls were reduced 28 per cent.

**Construction and Contracting**—Employment and payrolls for the construction industry in Pennsylvania declined more sharply in November, 1930, than usual for this period. Reports from 63 construction and contracting firms show that employment for November was 18.8 per cent less than in October, and payrolls declined 23.2 per cent. Between October and November, 1929, employment for the 59 firms reporting for that period decreased only 1.2 per cent and payroll totals were at practically the same level for each month.

**Trade**—Stimulated by a good volume of early Christmas buying, employment for 70 retail establishments reporting for November showed a 13.7 per cent increase in employment over the total for October, and employment for this industry reached a level only 1.2 per cent lower than that for November, 1929. Employment in wholesale establishments also advanced slightly over the October level, but was nearly eight per cent lower than at this time last year.

**Summary**—Employment in industries throughout the State during November continued at unsatisfactory levels. In manufacturing, a decrease of more than normal seasonal proportions was shown, the textile industry exhibiting the only definitely upward movement. The coal mining industries after reaching a seasonal peak in October turned slightly downward in November and were operating nearly 10 per cent below last year. Construction activities fell off more sharply than usual for the month, particularly in building construction. The volume of building permits issued during November was less than half of the total for November, 1929. Retail trade advanced in November after lagging considerably during the preceding few months. The ratio of applicants to jobs receded slightly but still shows nearly seven workers available for every two jobs open. The reports from industrial establishments gave few indications of prospects for any material change in existing conditions in the immediate future.

**REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF NOVEMBER, 1930**  
(FOUR WEEKS, OCTOBER 27 TO NOVEMBER 22, INCLUSIVE)

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>GRAND TOTAL</b> .....	9,800	6,649	3,151	2,837	1,626	1,211	3,420	1,885	1,535	2,444	1,340	1,104
Total industrial group (skilled).....	3,175	2,358	817	904	618	286	1,213	809	404	773	509	264
Building and construction.....	437	437	...	142	142	...	164	164	...	124	124	...
Shipbuilding.....	200	200	...	117	117	...	160	160	...	97	97	...
Chemicals and allied products.....	9	9	...	...	...	1	1	...	1	...	...	1
Clay, glass and stone products.....	19	19	...	5	5	...	11	11	...	4	...	...
Clothing.....	44	32	12	41	11	30	63	16	47	31	8	23
Textiles.....	119	73	46	7	7	...	17	17	...	7	5	2
Food and kindred products.....	38	26	12	53	10	43	62	11	51	43	8	35
Leather, rubber and composition goods.....	46	41	5	...	...	...	...	...	...	...	...	...
Lumber, woodwork and furniture.....	58	58	...	4	4	...	6	6	...	4	...	...
Paper and printing.....	47	33	14	9	5	4	9	5	4	6	2	4
Metals and metal products.....	631	616	15	157	134	23	229	192	37	132	110	22
Mines and quarries.....	28	28	...	...	...	...	...	...	...	...	...	...
Transportation and public utilities.....	243	233	10	51	39	12	64	48	16	39	27	12
Hotel and restaurant.....	625	169	456	149	47	102	218	60	158	139	38	101
Wholesale and retail trade.....	303	158	145	99	46	53	131	60	71	88	37	51
Miscellaneous.....	328	226	102	69	51	18	78	59	19	58	45	13
<b>Total other groups</b> .....	6,625	4,291	2,334	1,933	1,008	925	2,207	1,076	1,131	1,671	831	840
Clerical and professional.....	1,210	690	520	165	88	77	295	131	164	146	75	71
Agriculture.....	30	28	2	...	2	...	2	2	...	2	...	...
Semi-skilled.....	1,290	402	888	543	91	452	689	122	567	448	69	379
Unskilled.....	3,163	2,862	301	603	572	31	593	560	33	463	435	28
Casual and day workers*.....	932	309	623	620	255	365	628	261	367	612	250	362
<b>October, 1930</b> .....	9,443	6,065	3,378	2,700	1,522	1,178	3,350	1,828	1,522	2,419	1,347	1,072
<b>November, 1929</b> .....	8,206	5,609	2,597	3,719	2,640	1,079	4,074	2,897	1,177	2,978	2,119	859
<b>November, 1928</b> .....	7,780	5,359	2,421	3,818	2,659	1,159	4,393	2,988	1,405	2,925	2,104	821
Per cent of applicants placed.....	25	20	35	..	..	91	..	..	..	..	..	..
Per cent of openings filled.....	..	..	..	86	82	..	71	71	75	..	..	..
Per cent of persons referred placed.....	..	..	..	..	..	..	..	..	..	..	..	..

\*The placement of each casual or day worker is recorded for only one (1) placement per week.

# EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Nov. 15, 1930	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Nov. 15, 1930	Index Numbers 1923-1925 = 100		Nov. 15, 1930	Oct. 15, 1930	
			Per cent change compared with				Per cent change compared with				
			Nov., 1930	Oct., 1930	Nov., 1929			Oct., 1930			Nov., 1929
ALL MANUFACTURING INDUSTRIES: (51) 42%	838	291,404	85.6	-2.1	-14.3	\$6,748,814	75.4	-7.3	-27.6	\$23.16	\$24.45
Metal products: (12) 57%	244	141,278	82.3	-2.6	-17.0	3,406,679	70.3	-9.8	-32.8	24.11	26.01
Blast furnaces.....	9	1,498	47.0	+2.2	-25.0	41,031	42.7	-8.8	-34.0	27.39	30.55
Steel works and rolling mills.....	48	72,373	74.3	+1.7	-15.4	1,696,643	60.3	-14.0	-33.8	23.44	26.81
Iron and steel forgings.....	10	1,885	87.0	+3.4	-17.7	47,134	84.7	+20.8	-22.2	25.00	21.38
Structural iron work.....	10	4,009	101.2	+7.4	-19.7	93,282	82.1	-14.0	-33.3	23.27	25.08
Steam and hot water heating appliances.....	16	4,140	97.6	-1.5	-6.2	107,375	88.5	-7.9	-18.9	25.94	27.81
Stoves and furnaces.....	8	690	76.7	-5.5	-19.7	17,092	82.5	-12.9	-29.2	24.77	26.85
Foundries.....	37	7,611	78.6	-4.4	-27.4	174,194	62.9	-9.6	-44.6	22.89	24.22
Machinery and parts.....	43	9,026	89.9	+0.4	-18.8	223,616	74.8	-4.5	-37.9	24.77	26.01
Electrical apparatus.....	21	31,392	111.9	-5.8	-15.2	830,574	113.7	-2.8	-26.4	26.46	25.66
Engines and pumps.....	10	2,643	70.4	-3.6	-32.0	57,884	57.5	-13.0	-45.2	21.90	24.29
Hardware and tools.....	20	5,357	80.2	-0.7	-19.2	102,270	64.6	-8.2	-33.2	19.09	20.66
Brass and bronze products.....	12	654	75.0	-5.5	-34.4	15,584	66.9	-3.3	-44.6	23.83	23.27
Transportation equipment: (5) 74%	38	22,486	61.5	-6.3	-20.7	546,329	50.4	-10.2	-36.3	24.30	25.34
Automobiles.....	5	2,214	44.1	-3.3	-31.0	45,027	24.1	-20.2	-47.8	20.34	24.69
Automobile bodies and parts.....	11	3,823	56.3	+4.3	-25.2	90,204	44.3	+10.2	-40.5	23.60	22.39
Locomotives and cars.....	12	9,491	36.9	-11.3	-31.0	230,370	31.4	-15.8	-42.5	24.27	25.58
Railroad repair shops.....	6	3,000	75.4	+0.1	-6.3	70,332	65.7	-9.1	-22.8	23.44	25.86
Shipbuilding.....	4	3,958	89.8	-9.4	+12.7	110,396	142.5	-7.2	+7.2	27.89	27.23
Textile products: (11) 27%	165	53,526	96.6	+2.0	-13.3	1,044,430	92.0	+2.8	-24.5	19.51	19.34
Cotton goods.....	12	2,097	60.4	-1.3	-32.4	41,704	50.2	-6.2	-42.5	19.89	20.87
Woolens and worsteds.....	13	3,626	58.2	+6.7	-19.4	72,022	49.4	-13.2	-32.1	19.86	21.31
Silk goods.....	48	19,208	107.0	+6.7	-9.2	349,842	111.4	+9.5	-15.1	18.21	17.71
Textile dyeing and finishing.....	12	1,741	92.3	+2.7	-10.2	40,513	88.1	+1.3	-11.4	23.27	23.58
Carpets and rugs.....	10	2,665	61.6	+1.1	-19.6	58,095	52.5	+5.0	-30.4	21.80	21.02
Hats.....	4	3,440	87.2	-2.2	-11.1	63,738	65.9	-9.1	-30.0	18.53	19.90
Hosiery.....	27	13,786	118.7	-1.2	-14.8	308,990	127.0	+2.6	-28.9	22.41	21.61
Knit goods, other.....	13	2,786	101.8	+5.3	-10.5	52,076	108.2	+14.3	-19.3	18.69	17.22
Men's clothing.....	9	794	79.0	-6.2	-5.8	10,672	65.1	-15.8	-31.2	13.44	14.98
Women's clothing.....	9	1,237	115.6	+29.9	-1.3	17,160	112.3	+27.9	-3.1	13.87	14.11
Shirts and furnishings.....	8	2,146	144.3	-1.5	-6.1	29,618	132.7	-1.3	-20.8	13.80	13.72



## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Nov. 15, 1930	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Nov. 15, 1930	Index Numbers 1923-1925 = 100			Week Ended	
			Per cent change compared with				Per cent change compared with				
			Nov., 1930	Oct., 1930	Nov., 1929		Nov., 1930	Oct., 1930	Nov., 1929		
Foods and tobacco: (5) 32%	96	22,228	106.4	— 0.3	— 6.4	438,106	99.8	— 2.0	— 9.8	19.71	19.96
Bread and bakery products.....	26	4,022	111.3	+ 1.7	— 3.1	108,933	108.7	— 0.1	— 4.1	27.08	27.57
Confectionery.....	14	4,469	101.2	— 4.3	— 18.1	72,770	84.3	— 17.2	— 28.9	16.28	18.77
Ice cream.....	11	1,149	93.6	— 5.9	— 2.4	36,670	93.5	— 7.4	— 5.5	31.91	32.38
Meat packing.....	14	2,170	97.4	+ 0.9	— 5.1	62,593	93.2	— 0.2	— 8.3	28.84	29.17
Cigars and tobacco.....	31	10,418	104.9	+ 1.3	— 2.3	157,140	96.0	+ 6.3	— 3.4	15.08	14.38
Stone, clay and glass products: (3) 42%	69	12,599	63.9	— 3.2	— 21.5	279,849	50.3	— 11.3	— 35.0	22.21	24.29
Brick, tile and pottery.....	32	4,201	76.1	— 3.4	— 15.4	78,695	56.1	— 8.3	— 33.3	18.73	19.77
Cement.....	15	4,626	56.6	— 5.2	— 12.1	112,498	43.7	— 18.3	— 29.7	24.32	28.19
Glass.....	22	3,772	62.8	0	— 34.4	88,656	58.0	— 4.3	— 41.2	23.50	24.47
Lumber products: (3) 27%	52	4,431	67.1	— 5.6	— 29.7	88,858	60.0	— 15.1	— 41.2	20.05	22.28
Lumber and planing mills.....	16	1,231	53.2	— 8.6	— 39.3	22,436	44.4	— 8.1	— 49.0	18.23	18.18
Furniture.....	30	2,313	71.0	— 4.4	— 28.8	52,189	67.3	— 15.3	— 38.4	22.56	25.45
Wooden boxes.....	6	887	67.5	— 4.9	— 12.3	14,233	55.9	— 23.7	— 35.7	16.05	19.97
Chemical products: (5) 47%	60	10,914	85.5	— 2.7	— 13.6	310,647	87.3	— 6.3	— 17.3	28.46	29.47
Chemicals and drugs.....	36	1,145	64.4	— 3.2	— 28.4	31,565	63.8	— 3.6	— 29.6	27.57	27.68
Coke.....	3	2,225	75.5	— 4.7	— 20.1	56,478	61.0	— 19.0	— 29.9	25.38	29.87
Explosives.....	3	509	79.1	+ 1.8	— 16.9	13,018	93.1	— 3.3	— 22.7	25.58	26.94
Paints and varnishes.....	12	1,301	86.3	— 5.3	— 13.4	31,929	84.8	— 10.5	— 20.3	24.54	25.94
Petroleum refining.....	6	5,734	115.3	— 1.8	— 8.3	177,657	124.5	— 1.0	— 8.7	30.98	30.72
Leather and rubber products: (4) 46%	48	10,840	97.0	— 2.8	— 8.3	228,678	91.0	— 9.5	— 14.6	21.10	22.63
Leather tanning.....	17	6,124	111.4	— 0.5	+ 1.0	149,230	105.4	— 6.3	— 4.1	24.37	25.90
Shoes.....	20	3,281	87.8	— 7.7	— 17.6	44,913	71.0	— 17.6	— 31.6	13.69	15.35
Leather products, other.....	7	627	79.1	+ 1.0	— 27.3	16,103	87.0	— 1.6	— 24.1	25.68	26.35
Rubber tires and goods.....	4	808	82.9	+ 1.5	— 10.3	18,432	76.8	— 16.2	— 26.1	22.81	26.80

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT					PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Nov. 15, 1930	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Nov. 15, 1930	Index Numbers 1923-1925 = 100			Week Ended		
			Per cent change compared with				Nov., 1930	Per cent change compared with				
			Nov., 1930	Oct., 1930	Nov., 1929			Oct., 1930	Nov., 1929			
Paper and printing: (3) 30%	66	13,102	96.9	— 1.1	— 6.0	405,238	100.6	— 4.3	—12.7	30.93	31.95	
Paper and wood pulp.....	12	3,427	83.0	— 0.1	— 6.3	82,917	74.7	—10.6	—22.9	24.20	27.00	
Paper boxes and bags.....	9	935	93.0	— 0.9	—19.3	15,323	104.0	— 3.7	—24.7	16.39	16.86	
Printing and publishing.....	45	8,740	101.7	— 1.6	— 4.0	306,998	108.9	— 2.6	— 8.7	35.13	35.47	
Anthracite coal mining <sup>2</sup> 50%	145	100,228	97.8	— 1.9	— 9.1	3,101,883	83.5	—16.4	— 4.7	30.95	36.33	
Bituminous coal mining <sup>3</sup> 35%	393	63,837	87.3	+ 1.5	— 8.9	1,356,737	73.6	— 1.4	—28.0	21.25	21.9	
Construction and contracting 5%	63	4,966	83.6	—18.8	—18.3	120,988	65.4	—23.2	—32.8	24.46	26.37	
Street railways 55%	5	13,557	80.1	— 1.6	—10.6	461,519	84.6	— 1.4	—11.4	34.04	33.94	
Retail trade 25%	70	31,704	111.4	+13.7	— 1.2	.....	.....	.....	.....	.....	.....	
Wholesale trade 12%	86	4,307	91.5	+ 0.3	— 7.6	.....	.....	.....	.....	.....	.....	

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

<sup>2</sup>Anthracite figures are from the Anthracite Bureau of Information.

<sup>3</sup>Bituminous figures are from the U. S. Bureau of Labor Statistics (chain index—January, 1929 = 100).

## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Nov. 15, 1930	Total Weekly Wages Week Ended Nov. 15, 1930	Total Weekly Employe Hours			Average Hourly Earnings Week Ended	
				Nov. 15, 1930	Oct. 15, 1930	Per cent Change	Nov. 15, 1930	Oct. 15, 1930
ALL MANUFACTURING INDUSTRIES: (48).....	569	207,173	\$4,923,537	8,579,679	9,135,953	— 6.1	\$ .574	\$ .577
Metal products:	191	120,668	2,963,466	4,742,794	5,213,581	— 9.0	.625	.620
Blast furnaces.....	7	1,439	39,544	65,615	67,985	— 3.5	.603	.641
Steel works and rolling mills.....	33	61,640	1,477,232	2,320,827	2,712,088	—14.4	.637	.638
Iron and steel forgings.....	9	1,662	44,572	80,862	64,390	+25.6	.551	.547
Structural iron work.....	7	1,876	45,019	78,723	84,280	— 6.6	.572	.581
Steam and hot water heating appliances.....	13	2,857	75,450	129,122	143,565	—10.1	.584	.578
Stoves and furnaces.....	3	133	3,157	4,859	5,102	— 4.8	.650	.667
Foundries.....	31	6,910	157,164	253,265	287,494	—11.9	.621	.610
Machinery and parts.....	36	7,779	190,027	319,134	333,061	— 4.2	.595	.596
Electrical apparatus.....	19	29,330	781,478	1,233,778	1,235,732	— 0.2	.633	.607
Engines and pumps.....	10	2,643	57,884	91,880	107,034	—14.2	.630	.622
Hardware and tools.....	14	3,842	78,992	141,678	148,779	— 4.8	.558	.573
Brass and bronze products.....	9	557	13,047	23,051	24,071	— 4.2	.566	.566
Transportation equipment:	28	14,553	338,668	528,098	572,120	— 7.7	.641	.557
Automobiles.....	5	2,214	45,027	65,137	80,091	—18.7	.691	.706
Automobile bodies and parts.....	8	3,487	84,343	138,992	122,679	+13.3	.607	.614
Locomotives and cars.....	7	2,994	58,865	99,609	118,707	—16.1	.591	.643
Railroad repair shops.....	4	1,900	40,037	57,039	65,337	—12.7	.702	.703
Shipbuilding.....	4	3,958	110,396	167,321	185,306	— 9.7	.660	.641
Textile products:	98	30,743	597,795	1,424,515	1,319,977	+ 7.9	.420	.428
Cotton goods.....	9	985	18,653	44,403	46,497	— 4.5	.420	.423
Woolens and worsteds.....	8	1,547	30,441	66,746	71,533	— 6.7	.456	.479
Silk goods.....	33	13,667	246,192	640,551	592,906	+ 8.0	.384	.384
Textile dyeing and finishing.....	7	767	14,577	29,809	31,565	— 5.6	.489	.511
Carpets and rugs.....	6	1,940	40,232	78,482	75,459	+ 4.0	.513	.489
Hosiery.....	11	7,267	170,863	353,027	323,216	+ 9.2	.484	.512
Knit goods, other.....	10	2,059	40,786	98,036	83,242	+17.7	.416	.417
Men's clothing.....	3	168	1,586	4,551	5,509	—17.4	.348	.345
Women's clothing.....	8	1,198	16,937	57,088	41,670	+37.0	.297	.310
Shirts and furnishings.....	3	1,145	17,528	51,822	58,380	+ 7.1	.338	.332

# EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Nov. 15, 1930	Total Weekly Wages Week Ended Nov. 15, 1930	Total Weekly Employe Hours Week Ended			Average Hourly Earnings Week Ended	
				Nov. 15, 1930	Oct. 15, 1930	Per cent Change	Nov. 15, 1930	Oct. 15, 1930
Foods and tobacco:	56	9,214	\$ 200,153	444,250	466,494	— 4.8	\$ .451	\$ .443
Bread and bakery products.....	20	2,160	52,149	109,160	107,573	+ 1.5	.478	.482
Confectionery.....	7	2,097	37,650	87,874	103,542	—15.1	.428	.411
Ice cream.....	8	686	23,108	40,334	43,841	— 8.0	.573	.580
Meat packing.....	9	1,246	35,310	64,093	63,892	+ 0.3	.551	.553
Cigars and tobacco.....	12	3,025	51,936	142,789	147,646	— 3.3	.364	.355
Stone, clay and glass products:	43	8,459	190,391	344,623	392,713	—12.2	.552	.553
Brick, tile and pottery.....	21	2,644	49,563	102,816	112,455	— 8.6	.482	.481
Cement.....	10	3,761	86,936	157,596	196,362	—19.7	.552	.560
Glass.....	12	2,054	53,892	84,211	83,896	+ 0.4	.640	.631
Lumber products:	44	2,995	68,001	123,984	142,171	—12.8	.548	.559
Lumber and planing mills.....	13	562	13,408	23,240	24,415	— 4.8	.577	.571
Furniture.....	27	1,973	45,944	82,244	93,265	—11.8	.559	.584
Wooden boxes.....	4	460	8,649	18,500	24,491	—24.5	.468	.451
Chemical products:	30	7,225	214,796	376,546	378,558	— 0.5	.570	.585
Chemicals and drugs.....	16	648	18,122	36,050	37,509	— 3.9	.503	.503
Paints and varnishes.....	9	1,220	29,767	53,688	61,486	—12.7	.554	.543
Petroleum refining.....	5	5,357	166,907	286,808	279,563	+ 2.6	.582	.604
Leather and rubber products:	31	5,509	115,149	235,034	272,024	—13.6	.490	.485
Leather tanning.....	9	2,388	60,577	111,975	119,852	— 6.6	.541	.540
Shoes.....	12	1,755	21,102	62,337	85,819	—27.4	.339	.347
Leather products, other.....	6	558	15,038	27,285	27,382	— 0.4	.551	.559
Rubber tires and goods.....	4	808	18,432	33,437	38,971	—14.2	.551	.565
Paper and printing:	48	7,807	235,118	359,835	378,315	— 4.9	.653	.645
Paper and wood pulp.....	8	2,565	61,863	114,645	133,818	—14.3	.540	.541
Paper boxes and bags.....	6	489	8,331	23,667	23,077	+ 2.6	.352	.358
Printing and publishing.....	34	4,753	164,924	221,523	221,420	+ 0.0	.745	.739
Construction and contracting.....	53	4,521	108,928	183,516	231,664	—20.8	.594	.621

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—CITY AREAS<sup>1</sup>

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS		
		No. of Wage Earners Week Ended Nov. 15, 1930	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Nov. 15, 1930	Index Numbers 1923-1925 = 100		Nov. 1930	Per cent change compared with Nov., 1929	Nov. 15, 1930	Oct. 15, 1930
			Nov., 1930	Per cent change compared with			Oct., 1930					
				Oct., 1930	Nov., 1929							

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.



## ACCIDENTS IN INDUSTRY

Accidents to workers in industry in November, 1930, dropped to the lowest point reached for any month since May, 1922, when accident totals were unusually low due to the suspension of work in anthracite mines. Except for the months of April and May, 1922, the accident total for November, 1930, was the lowest for any month since the Workmen's Compensation Law became effective in January, 1916. Reports of 140 fatal and 10,229 non-fatal accidents were received at the Bureau of Workmen's Compensation during November as compared with 128 fatal and 13,048 non-fatal accidents reported in October, an increase of 12, or 9.4 per cent, in fatal accidents, but a decrease of 2,820, or 21.6 per cent, in non-fatal accidents. In comparison with the accident totals for November, 1929, fatalities in November, 1930, were 15.7 per cent less, and non-fatal injuries show a 26.5 per cent decrease.

While the depression of industrial activity undoubtedly is an important factor in this decrease, it is felt that the stimulus to safety effort in Pennsylvania industry given by the Congress of the National Safety Council which met in Pittsburgh at the beginning of November, as well as the concerted drives for safety in industry conducted throughout the month (particularly that of the Western Pennsylvania Safety Council), all were effective in contributing to the reduced total of accidents for November. The reduction of accidents in November obtained throughout industry. The general industrial group comprising the construction, manufacturing, quarry, trade, and miscellaneous industries showed an accident decrease of 23 per cent. Coal mining accidents were 20 per cent less than in October, and accidents for the transportation and public utility group decreased 15 per cent.

## FATAL ACCIDENTS

The 140 deaths from accidents reported from industry during November were classified industrially as follows: construction 15, or one more than in October; manufacturing 22, a decrease of 7; coal mining 63—anthracite 34 and bituminous 29—a decrease of 10 for anthracite, but an increase of 8 for bituminous mines; transportation 10, an increase of 4; public utilities 2, the same as in October; quarries 1, a decrease of 2; trade 7, an increase of 4; hotels and restaurants 1, and none in October; state and municipal 13, an increase of 10; and miscellaneous industries 6, an increase of 3.

The large increase in fatalities for the state and municipal group directs attention to the relatively large number of persons who are killed while engaged in governmental service. Seventy-six employes of the State and local governments were killed during the first 11 months of 1930. An examination of the records of the accidents involving the deaths of 13 public employes as reported in November discloses that 5 were state employes, 3 were city employes, 3 were

employees of boroughs, and 2 were township employees. Of the 5 state employees, one was a state highway worker killed in a fall while painting a bridge; 2 were national guardsmen, one killed while at rifle practice and another in a motor collision; one was a fire warden who died from exposure while lost in the mountains; and a fifth was a state hospital physician killed in a motor collision. Of the 6 city and borough employees, 2 were police officers, one murdered, and one killed by a fall. Another was a deck-hand on a river dredge who fell overboard and was drowned. Two were school janitors, one killed by a fall on stairs, and another stepped into a skylight while cleaning windows. The sixth was a sewer department employee who was struck by an automobile. Of the 2 employees of townships, one was a school teacher, and one was a fireman. Both were killed in automobile accidents. The diversity of government service involves accident hazards to its employees which are not usually considered, and many of which are peculiar to government service. This is particularly true of the police, fire, highway, and military departments of the government.

Falling objects, motor vehicles, cars and engines, falls of persons, and explosive substances were the chief means of fatal injury to workers during November, these five causes contributing 105, or 75 per cent of the total deaths from all causes. Falling objects as usual led the list of death causes with a total of 45, of which 38 were in coal mines. Eighteen workers were killed by motor vehicles in November, the highest number from this cause during the year. Cars and engines killed 16 workers, 8 on railroads, 6 in coal mines, and 2 on factory and warehouse sidings. Falls killed 15 workers, 5 in construction, 5 in manufacturing, 3 in state and municipal employment, and one each in coal mining and in retail trade. Eleven were killed by explosive substances, 9 in coal mines, one in construction, and one in transportation.

Accidents in industry for 11 months of 1930 show a 12.8 per cent decrease as compared with the total for the corresponding period in 1929. Fatal accidents were reduced 10.8 per cent and non-fatal accidents 12.8 per cent. The largest accident reduction is shown for the transportation and public utility group which has experienced a 33 per cent reduction in fatalities and an 18 per cent cut in non-fatal injuries. General industry shows a 5 per cent decrease in fatal accidents and a 14 per cent reduction in the non-fatal total. Fatalities in coal mines were reduced 11 per cent and non-fatal injuries 9 per cent.

The accident figures for these three divisions of industry for 11 months of 1930 in comparison to the totals for 11 months of 1929 are as follows:

**ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION**

INDUSTRY	Eleven Months, 1930		Eleven Months, 1929		Per cent Increase or Decrease in 1930	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
General industrial.....	760	84,052	800	97,787	— 5.0	—14.1
Coal mining.....	750	42,095	846	46,453	—11.4	— 9.4
Transportation and public utilities....	127	6,715	189	8,193	—32.8	—18.0
TOTAL.....	1,637	132,862	1,835	152,433	—10.8	—12.8



## COMPENSATION

Agreements for the payment of compensation to injured workers or to the dependents of those killed in industrial accidents were approved in 6,008 cases during November, 1930, obligating compensation payments to the amount of \$1,069,999. This amount was made up as follows:

126 fatal cases . . . . .	\$434,963
232 permanent disability cases . . . . .	246,133
5,650 temporary disability cases . . . . .	388,903

The total of compensation awards for November was the smallest for any month thus far in 1930, and was 11.7 per cent less than the amount awarded during November, 1929. Compensation awards for 11 months of 1930 total \$14,559,752, a decrease of \$303,426, or 2.0 per cent, as compared with the amount awarded during the corresponding period in 1929.

**LESSENED INDUSTRIAL ACTIVITY REFLECTED IN THE REDUCED  
ACCIDENT TOTALS REPORTED  
FIFTY-TWO OF 67 COUNTIES IN STATE REPORT REDUCED ACCIDENT TOTALS FOR  
NOVEMBER. ERIE, LUZERNE, PHILADELPHIA, VENANGO, WESTMORELAND  
AND YORK COUNTIES HAVE SHOWN ACCIDENT REDUCTIONS FOR  
EACH OF THE FIRST ELEVEN MONTHS OF 1930**

This table gives the record of accidents reported to the Bureau of Workmen's Compensation from industries other than coal mining and transportation and public utilities.

COUNTY <sup>1</sup>	November, 1930			November, 1929			Per cent Increase or Decrease
	Fatal	Non-fatal <sup>2</sup>	Total	Fatal	Non-fatal <sup>2</sup>	Total	
Adams.....	..	18	18	..	20	20	-10.0
Allegheny.....	8	1,032	1,040	8	1,671	1,679	-38.1
Armstrong.....	..	59	59	2	81	83	-28.9
Beaver.....	1	133	134	4	184	188	-28.7
Bedford.....	..	13	13	1	9	10	+30.0
Berks.....	..	199	199	1	330	331	-39.9
Blair.....	1	61	62	..	101	101	-38.6
Bradford.....	..	23	23	..	39	39	-41.0
Bucks.....	..	38	38	..	73	73	-47.9
Butler.....	2	34	36	..	81	81	-55.6
Cambria.....	..	67	67	1	73	74	-9.5
Cameron.....	..	5	5	..	3	3	+ *
Carbon.....	1	17	18	..	29	29	-37.9
Centre.....	..	38	38	..	52	52	-26.9
Chester.....	..	85	85	1	127	128	-33.6
Clarion.....	1	12	13	..	25	25	-48.0
Clearfield.....	1	47	48	..	63	63	-23.8
Clinton.....	..	28	28	..	28	28	0.0
Columbia.....	..	25	25	1	24	25	0.0
Crawford.....	..	63	63	2	109	111	-43.2
Cumberland.....	..	50	50	..	61	61	-18.0
Dauphin.....	..	99	99	1	221	222	-55.4
Delaware.....	..	195	195	2	240	242	-19.4
Elk.....	..	25	25	..	41	41	-39.0
Erie.....	2	143	145	1	248	249	-41.8
Fayette.....	1	101	102	..	72	72	+ *
Forest.....	..	11	11	1	6	7	+ *
Franklin.....	..	28	28	..	61	61	-54.1
Fulton.....	..	2	2	..	3	3	- *
Greene.....	..	14	14	..	16	16	-12.5
Huntingdon.....	..	15	15	..	45	45	-66.7
Indiana.....	..	23	23	..	56	56	-58.9
Jefferson.....	..	40	40	2	39	41	-2.4
Juniata.....	..	7	7	..	8	8	- *
Lackawanna.....	..	122	122	..	147	147	-17.0
Lancaster.....	3	162	165	2	168	170	-2.9
Lawrence.....	2	57	59	..	55	55	+ 7.3
Lebanon.....	1	32	33	..	61	61	-45.9
Lehigh.....	3	113	116	2	143	145	-20.0
Luzerne.....	3	142	145	3	197	200	-27.5
Lycoming.....	2	87	89	2	126	128	-30.5
McKean.....	2	82	84	2	205	207	-54.6
Mercer.....	1	55	56	..	73	73	-23.3
Mifflin.....	1	42	43	..	56	56	-23.2
Monroe.....	1	23	24	1	31	32	-25.0
Montgomery.....	3	146	149	2	311	313	-52.4
Montour.....	..	10	10	..	11	11	-9.1
Northampton.....	..	118	118	..	162	162	-27.2
Northumberland.....	1	50	51	1	85	86	-40.7
Perry.....	1	16	17	..	8	8	+ *
Philadelphia.....	15	1,402	1,417	15	1,906	1,921	-26.2
Pike.....	..	7	7	..	5	5	+ *
Potter.....	1	6	7	..	9	9	- *
Schuylkill.....	1	121	122	1	122	123	-0.8
Snyder.....	..	12	12	..	9	9	+ *
Somerset.....	..	28	28	1	34	35	-20.0
Sullivan.....	..	8	8	..	2	2	+ *
Susquehanna.....	..	19	19	2	7	9	+ *
Tioga.....	1	44	45	..	32	32	+40.6
Union.....	..	9	9	..	7	7	+ *
Venango.....	..	46	46	..	68	68	-32.4
Warren.....	1	47	48	1	87	88	-45.5
Washington.....	2	93	95	..	149	149	-36.2
Wayne.....	..	24	24	1	26	27	-11.1
Westmoreland.....	2	163	165	3	275	278	-40.6
Wyoming.....	..	19	19	..	7	7	+ *
York.....	..	125	125	1	158	159	-21.4
Out of State.....	..	35	35	1	39	40	-12.5
<b>TOTALS.....</b>	<b>65</b>	<b>6,215</b>	<b>6,280</b>	<b>69</b>	<b>9,020</b>	<b>9,089</b>	<b>-30.9</b>

<sup>1</sup>Counties showing an increase in the total number of accidents are printed in red.

<sup>2</sup>Accidents resulting in disability lasting two or more days.

\*Percentage increase or decrease in accidents for those counties reporting less than ten accidents in each year is not computed.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
ACCIDENT REPORTS RECEIVED

1930	Total			General Industrial		Coal Mining		Transportation and Public Utilities	
	Total	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
TOTAL—11 mos., 1930..	134,499	1,637	132,862	760	84,052	750	42,095	127	6,715
January.....	14,287	180	14,107	84	8,678	79	4,591	17	838
February.....	12,069	155	11,914	62	7,214	82	4,111	11	589
March.....	12,204	115	12,089	55	7,460	55	3,932	5	697
April.....	11,476	167	11,309	89	7,548	61	3,217	17	544
May.....	12,184	125	12,059	50	7,849	66	3,650	9	560
June.....	12,010	139	11,871	67	7,631	61	3,633	11	607
July.....	12,238	172	12,066	80	7,834	80	3,670	12	562
August.....	12,530	150	12,380	70	8,125	66	3,654	14	601
September.....	11,956	166	11,790	83	7,431	72	3,791	11	568
October.....	13,176	128	13,048	55	8,067	65	4,357	8	624
November.....	10,369	140	10,229	65	6,215	63	3,489	12	525
TOTAL—11 mos., 1929	154,268	1,835	152,433	800	97,787	846	46,453	189	8,193
GRAND TOTAL <sup>1</sup> ....	2,631,465	34,557	2,596,908	14,810	1,644,472	14,584	732,559	5,163	219,877

<sup>1</sup>Since the inception of the Act—January 1, 1916.

AGREEMENTS APPROVED BY THE BUREAU OF WORKMEN'S COMPENSATION

1930	Total	Fatal	Permanent Disability	Temporary Disability
TOTAL—11 mos., 1930 .....	79,024	1,564	3,124	74,336
January.....	8,001	162	249	7,590
February.....	7,156	114	233	6,809
March.....	7,998	198	280	7,520
April.....	8,318	139	324	7,855
May.....	6,656	126	290	6,240
June.....	7,463	147	263	7,053
July.....	6,363	152	329	5,882
August.....	6,506	119	246	6,141
September.....	7,254	137	304	6,813
October.....	7,301	144	374	6,783
November.....	6,008	126	232	5,650
TOTAL—11 mos., 1929.....	81,305	1,618	3,253	76,434
GRAND TOTAL.....	1,091,741	28,945	33,980	1,028,816

<sup>1</sup>Since the inception of the Act—January 1, 1916.

## COMPENSATION AWARDED AND PAID

	AWARDED				PAID			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
1930								
TOTAL—11 mos., 1930.....	\$ 14,559,752	\$ 5,494,631	\$ 3,551,545	\$ 3,513,576	\$ 12,968,073	\$ 3,778,330	\$ 3,676,167	\$ 5,513,576
January.....	1,315,604	549,748	214,946	550,910	1,222,186	358,901	312,375	550,910
February.....	1,143,369	393,785	232,347	517,237	1,110,517	300,269	293,011	517,237
March.....	1,570,629	697,143	317,810	555,676	1,325,081	427,807	341,598	555,676
April.....	1,446,518	461,113	384,007	601,398	1,331,161	354,756	375,007	601,398
May.....	1,251,083	455,811	326,724	468,548	1,033,597	275,480	289,569	468,548
June.....	1,363,363	480,819	286,351	596,193	1,189,299	304,279	288,827	596,193
July.....	1,375,951	482,374	434,917	458,660	1,053,297	345,652	248,985	458,660
August.....	1,249,141	500,816	300,959	447,366	954,395	215,138	291,891	447,366
September.....	1,273,836	479,190	340,344	454,302	1,282,211	368,426	459,483	454,302
October.....	1,500,259	558,869	467,007	474,383	1,325,699	415,877	435,439	474,383
November.....	1,069,999	434,963	246,133	388,903	1,140,630	411,745	339,982	388,903
TOTAL—11 mos., 1929.....	\$ 14,863,178	\$ 5,689,290	\$ 3,578,454	\$ 5,595,434	\$ 12,264,565	\$ 3,499,239	\$ 3,169,892	\$ 5,595,434
GRAND TOTAL..	\$181,155,749	\$83,480,759	\$38,905,300	\$58,769,690	\$132,645,781	\$40,117,028	\$33,759,063	\$58,769,690

<sup>1</sup>Since the inception of the Act—January 1, 1916.

COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION  
PERMANENT INJURIES<sup>2</sup>

1930	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—11 mos., 1930.....	111	\$ 316,259	82	\$ 234,355	182	\$ 443,710	139	\$ 296,400	454	\$ 829,155
January.....	5	12,544	5	13,252	10	23,898	9	17,632	31	55,800
February.....	5	15,742	6	18,817	14	33,998	13	29,387	30	49,267
March.....	10	27,800	15	43,211	23	58,804	7	12,556	35	66,502
April.....	10	27,765	4	9,052	18	45,546	17	37,391	39	70,312
May.....	6	17,869	6	16,739	15	36,288	14	28,046	45	81,713
June.....	8	21,726	10	29,235	18	46,857	10	21,600	48	86,821
July.....	14	42,666	8	25,094	25	58,707	19	39,427	52	98,751
August.....	13	38,578	5	13,847	13	31,816	16	32,218	32	62,708
September.....	19	52,525	4	9,635	12	28,208	8	17,290	52	92,197
October.....	12	34,852	14	40,524	18	44,130	12	26,516	67	127,509
November.....	9	24,192	5	14,949	16	35,458	14	34,337	23	37,575
TOTAL—11 mos., 1929.....	80	\$ 219,512	71	\$ 201,574	200	\$ 471,496	145	\$ 296,165	520	\$ 940,433
GRAND TOTAL <sup>1</sup> .....	1,581	\$3,648,606	1,125	\$2,622,658	3,464	\$6,603,775	2,189	\$3,789,863	8,585	\$12,481,813

<sup>1</sup>Since the inception of the Act—January 1, 1916.

<sup>2</sup>Multiple losses separated respectively.

## PERMANENT INJURIES—(Concluded)

1930	Loss of Fingers		Loss of Phalanges		Facial Disfigurement		Miscellaneous		
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Per Total Dis.		Per Par. Dis. <sup>3</sup>
							No.	Amt. Awarded	
TOTAL—11 mos., 1930.....	1,334	\$ 549,918	1,016	\$ 232,963	167	\$ 75,644	75	\$ 394,217	\$178,924
January.....	110	47,188	94	22,661	16	6,264	3	15,707	.....
February.....	109	46,327	75	16,816	11	4,426	4	17,567	.....
March.....	119	47,961	95	23,146	17	11,355	5	26,475	.....
April.....	148	60,611	115	25,821	14	5,687	20	101,822	.....
May.....	160	66,725	90	20,155	14	10,603	8	48,586	.....
June.....	99	38,174	111	25,907	9	4,400	3	11,631	.....
July.....	131	55,233	94	21,239	13	7,641	6	33,306	52,853
August.....	93	39,878	70	14,378	14	4,764	3	18,348	44,424
September.....	122	47,257	86	20,128	21	7,942	8	40,997	24,165
October.....	146	59,977	119	28,005	26	7,753	10	56,316	41,425
November.....	97	40,587	67	14,707	12	4,809	5	23,462	16,057
TOTAL—11 mos., 1929.....	1,538	\$ 646,254	1,064	\$ 247,724	127	\$ 65,309	102	\$ 489,987	.....
GRAND TOTAL.....	11,213	\$4,135,183	8,998	\$1,818,814	813	\$432,731	723	\$3,192,933	\$178,924

<sup>1</sup>Since the inception of the Act—January 1, 1916.<sup>2</sup>Multiple losses separated respectively.<sup>3</sup>New classification established July 23, 1930.



ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
DURING NOVEMBER, 1930

CAUSE	Total of All Industries				Construction and Contracting				Coal Mining		Manufacturing													
					Building Construction		Other Construction		Contracting		Anthracite		Bituminous		Total of Manufacturing Industries	Chemicals and Allied Products	Clay, Glass and Stone Products	Clothing	Food and Kindred Products	Leather, Rubber and Composition Goods	Lumber, Wood and Their Products	Paper and Printing Products and Publishing	Textiles	
					F	NF	F	NF	F	NF	F	NF	F	NF										F
*	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
TOTAL OF ALL CAUSES.....																								
Working machinery and processes.....	2	729	20	27	31	28	170	4	1 482	10	18	72	37	21	57	27	46							
Boilers and pressure apparatus.....		12				1			5															
Pumps and prime movers.....		32		5	8	5	2	1	7	1	1		3											
Transmission apparatus.....	2	15		2	2	2			8	1	1		1	1	1		2							
Elevators and hoists.....	1	61	1	2	1	12	17		11			1	2				1							
Cranes and derricks.....	3	152	9	21	20	7	3	7	2 62	2	1		4				1							
Cars and engines.....	16	628		2	6	228	282	9	21 241	5	11		3	1	2		1							
Motor vehicles.....	18	550	10	35	43	4	4	2	3 163	15	5	1	31	1	4	5								
Other vehicles.....	1	72		3	4		1		32	1	2	1	1				14							
Hand trucks.....		129	5	4	5	3	3		68	3	5	3	9	5	2	4	4							
Water and air craft.....	1	3																						
Handling objects—by hand.....	6	2,218	106	90	140	363	1 227	25	4 696	41	55	24	94	19	63	27	38							
Hand tools.....		1,001	45	52	65	200	187	16	241	9	11	13	44	12	26	7	8							
Electricity.....	7	71		1	3	15	20		17	1		2	1											
Explosive substances.....	11	135	1	10	12	38	11	3	22	3		1	4				1							
Hot and corrosive substances.....	2	337	13	25	15	14	4		172	12	11	9	28	2	1	5	4							
Falling objects.....	45	1,574	34	68	65	20	479	14	2 200	9	20	5	11	7	22	13	8							
Falls of persons.....	15	1,480	314	78	92	1	96	17	5 401	26	28	14	61	16	1	20	27							
Stepping upon or striking against objects.....	1	588	45	29	35	114	55	2	163	10	15	15	18	6	9	9	14							
Miscellaneous.....	9	442	12	18	26	105	48	5	97	3	9	4	13	4	1	10	4							

\*F. = Fatal.  
N. F. = Non-fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
DURING NOVEMBER, 1930—(Concluded)

38

CAUSE	Manufacturing—(Concluded)										Transportation and Public Utilities				Other Industries																		
	Metals and Metal Products										Public Utilities				Hotels and Restaurants																		
	Total	Blast Furnaces and Steel Works	Rolling Mills	Foundries and Machine Shops	Fabrication	Car Repair Shops	Automobile Service Stations	Other	Steam Railroads	Other Transportation	Public Utilities	Trading		Wholesale	State and Municipal	Miscellaneous																	
* F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	NF	NF	NF	NF	NF	NF																
TOTAL OF ALL CAUSES.....																																	
Working machinery and processes.....	11	1,285	2	37	2	240	1	266	4	452	2	89	..	201	..	96	9	266	1	155	2	104	1	148	5	590	2	131	13	403	6	509	
Boilers and pressure apparatus.....	1	169	..	3	..	30	..	40	1	82	..	8	..	6	..	25	..	5	..	1	..	2	..	7	..	21	..	..	..	4	..	27	
Pumps and prime movers.....	1	4	..	..	..	1	..	..	..	1	..	1	..	1	..	1	..	1	..	1	..	1	..	1	..	1	..	..	..	1	..	1	
Transmission apparatus.....	1	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
Elevators and hoists.....	1	4	..	..	..	2	..	..	..	1	..	2	..	1	..	2	..	3	..	1	..	2	..	1	..	7	1	2	..	..	..	5	
Cranes and derricks.....	2	54	1	2	..	15	1	21	..	13	..	2	..	1	..	..	..	51	..	22	..	3	..	1	..	4	..	..	..	..	..	5	
Cars and engines.....	1	7	..	..	..	1	..	2	..	2	1	2	..	1	..	..	..	8	..	32	1	8	..	2	..	1	..	..	..	..	..	2	
Motor vehicles.....	1	95	..	..	..	3	..	..	1	17	..	1	..	74	..	7	..	5	..	32	1	8	..	2	..	65	1	18	5	85	3	74	
Other vehicles.....	1	1	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	
Hand trucks.....	..	29	..	1	..	10	..	4	..	9	..	3	..	2	..	4	..	9	..	6	..	4	..	3	..	12	..	5	..	3	..	3	
Water and air craft.....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
Handling objects—by hand.....	2	317	7	..	61	..	76	1	131	1	18	..	24	..	18	..	55	..	35	..	27	..	46	..	174	..	57	..	56	1	121	..	
Hand tools.....	..	103	1	..	18	..	16	..	32	..	13	..	23	..	8	..	26	..	10	..	18	..	17	..	48	..	7	..	35	..	34	..	
Electricity.....	..	11	..	..	1	..	2	..	4	..	4	..	4	..	2	1	8	..	3	1	3	..	3	..	1	..	1	..	1	..	1	..	
Explosive substances.....	..	13	2	..	2	..	3	..	3	..	3	..	6	..	6	..	1	1	1	1	1	..	6	..	2	..	11	..	..	14	..	..	
Hot and corrosive substances.....	1	99	6	1	16	..	39	..	21	..	5	..	12	..	1	..	2	..	20	..	8	..	4	..	3	..	15	..	3	..	35	..	18
Falling objects.....	..	103	5	..	29	..	18	..	36	..	7	..	8	..	2	..	20	..	19	..	21	..	35	1	20	..	2	..	26	..	18	..	
Falls of persons.....	3	170	1	8	1	33	..	27	1	56	..	18	..	28	..	17	..	56	..	19	..	8	..	3	..	131	..	23	3	60	..	117	
Stepping upon or striking against objects.....	..	62	..	..	10	..	10	..	27	..	6	..	9	..	5	..	11	..	11	..	5	..	1	..	8	1	56	..	7	..	31	..	26
Miscellaneous.....	..	42	..	2	..	7	..	10	..	16	..	1	..	6	..	4	..	13	..	8	..	3	1	6	..	20	..	7	3	29	2	45	

\*F. = Fatal.  
N. F. = Non-fatal.

## FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1926			1927			1928			1929			1930		
	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
January.....	150	12,815	12,965	170	14,497	14,667	161	11,975	12,136	161	13,644	13,805	180	14,107	14,287
February.....	149	11,958	12,107	184	13,101	13,285	145	11,912	12,057	137	12,140	12,277	155	11,914	12,069
March.....	290	24,773	25,072	354	27,598	27,952	306	23,887	24,193	298	25,784	26,082	335	26,021	26,356
April.....	185	15,606	15,791	162	14,332	14,494	145	12,539	12,684	195	13,712	13,907	115	12,089	12,204
May.....	484	40,379	40,863	516	41,930	42,446	451	36,426	36,877	493	39,406	39,899	450	38,110	38,560
June.....	144	14,249	14,393	169	12,693	12,862	139	10,928	11,067	151	12,593	12,744	167	11,309	11,476
July.....	628	54,628	55,256	685	54,623	55,308	590	47,354	47,944	644	52,089	52,733	617	49,419	50,036
August.....	171	14,521	14,692	172	12,869	13,041	360	13,041	13,401	179	13,677	13,856	125	12,059	12,184
September.....	700	60,140	60,848	857	67,492	68,349	950	60,395	61,345	823	65,766	66,589	742	61,478	62,220
October.....	163	15,233	15,396	185	13,441	13,626	190	12,503	12,693	137	13,679	13,816	139	11,871	12,010
November.....	962	84,382	85,344	1,042	80,933	81,975	1,140	72,898	74,038	960	79,445	80,405	881	73,349	74,230
December.....	190	15,586	15,778	176	12,548	12,724	138	12,291	12,429	172	13,302	13,474	171	12,066	12,237
TOTAL.....	1,152	99,968	101,120	1,218	93,481	94,699	1,278	85,189	86,467	1,132	92,747	93,879	1,072	85,415	86,487
January.....	183	16,513	16,696	172	13,660	13,832	175	13,633	13,808	181	16,512	16,693	150	12,380	12,530
February.....	1,335	116,481	117,816	1,390	107,141	108,531	1,453	98,822	100,275	1,313	109,259	110,572	1,202	97,795	98,997
March.....	231	15,866	16,097	160	13,279	13,439	147	12,717	12,864	179	13,590	13,769	166	11,790	11,956
April.....	1,566	132,347	133,913	1,550	120,420	121,970	1,600	111,569	113,169	1,492	122,849	124,341	1,368	109,585	110,953
May.....	166	16,389	16,555	161	13,564	13,725	167	15,091	15,258	181	15,674	15,855	126	13,048	13,174
June.....	1,732	148,736	150,468	1,711	133,984	135,695	1,767	126,660	128,427	1,673	138,523	140,196	1,494	122,633	124,127
July.....	181	14,849	15,030	192	13,087	13,279	155	12,763	12,918	162	13,910	14,072	137	10,229	10,366
August.....	1,913	163,585	165,498	1,903	147,071	148,974	1,922	130,423	131,345	1,835	152,433	154,268	1,631	132,862	134,493
September.....	203	14,699	14,902	150	11,619	11,769	143	11,010	11,153	165	12,224	12,389			
TOTAL.....	2,116	178,284	180,400	2,053	158,690	160,743	2,065	150,433	152,498	2,000	164,657	166,657			

NOTE: The figures in italics represent the cumulative totals by month under each classification.

COMMONWEALTH OF PENNSYLVANIA  
DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

---

Harrisburg: . . . . . Office of the Secretary,  
Industrial Board,  
Workmen's Compensation Board,  
Bureau of Employment,  
Executive Bureau,  
Bureau of Industrial Relations,  
Bureau of Industrial Standards,  
Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Statistics,  
Bureau of Workmen's Compensation,  
Bureau of Women and Children,  
South Office Building.

---

BRANCH OFFICES

Allentown: . . . . . Lehigh Valley State Employment Office,  
529 Hamilton Street.  
State Workmen's Insurance Fund,  
6 Gerner Building, 838 Hamilton St.

Altoona: . . . . . Cooperative State Employment Office,  
Central Trust Building.  
Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Commerce Building.  
State Workmen's Insurance Fund,  
333 Central Trust Building.

DuBois: . . . . . Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Deposit National Bank Building.

Erie: . . . . . State Employment Office,  
126 East Eleventh Street.

Franklin: . . . . . State Workmen's Insurance Fund,  
413 Franklin Trust Building.

Gaines: . . . . . State Workmen's Insurance Fund.

Greensburg: . . . . . State Workmen's Insurance Fund,  
306 Coulter Building.  
Workmen's Compensation Referee,  
608 First National Bank Building.

- Harrisburg: . . . . . Bureau of Bedding and Upholstery  
400 North Third Street.  
State Employment Office,  
Second and Chestnut Streets.  
State Workmen's Insurance Fund,  
18-26 South Fourth Street.
- Hazleton: . . . . . Bureau of Inspection,  
713 Hazleton National Bank Building.
- Johnstown: . . . . . Bureau of Inspection,  
427 Swank Building.  
State Employment Office,  
219 Market Street.  
State Workmen's Insurance Fund,  
1005 U. S. National Bank Building.
- Kane: . . . . . Workmen's Compensation Referee,  
Kane Trust and Savings Building.  
Bureau of Inspection,  
Fraley and Field Streets.
- Lancaster: . . . . . Cooperative State Employment Office,  
Y. M. C. A. Building.  
Bureau of Inspection,  
Workmen's Compensation Referee,  
Woolworth Building.
- Lock Haven: . . . . . State Workmen's Insurance Fund,  
214 Vesper Street.
- New Castle: . . . . . Cooperative State Employment Office,  
Y. M. C. A. Building,  
West Washington Street.
- Oil City: . . . . . Cooperative State Employment Office,  
Y. M. C. A. Building.
- Philadelphia: . . . . . State Employment Office (Main Office),  
Bureau of Rehabilitation,  
Steele Building, Fifteenth and Cherry Streets.  
Bureau of Inspection,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,  
Workmen's Compensation Board,  
Bureau of Women and Children,  
State Workmen's Insurance Fund,  
Market Street National Bank Building, 11th Floor.  
Market and Juniper Streets.
- Pittsburgh: . . . . . Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,

	Bureau of Industrial Relations, Fulton Building, State Employment Office, 622 Grant Street. State Workmen's Insurance Fund, 904 Park Building.
Pottsville:.....	Bureau of Rehabilitation, Workmen's Compensation Referee, 1 Ulmer Building. State Workmen's Insurance Fund, Baird Building.
Reading:.....	State Employment Office, 24 North Sixth Street.
Scranton:.....	State Employment Office, Linden Street and Madison Avenue. Bureau of Inspection, Workmen's Compensation Referee, State Workmen's Insurance Fund, 418 Union National Bank Building.
Sunbury:.....	State Workmen's Insurance Fund 9 Witmer Building.
Towanda:.....	State Workmen's Insurance Fund, 216 Poplar Street.
Upper Darby:.....	Bureau of Inspection, 6908 Market Street. Bureau of Bedding and Upholstery, 303 McClatchey Building, 69th and Market Streets.
Wilkes-Barre:.....	Bureau of Rehabilitation, Workmen's Compensation Referee, Coal Exchange Building. State Workmen's Insurance Fund, 174 Carey Avenue.
Williamsport:.....	Bureau of Inspection, Workmen's Compensation Referee, Heyman Building. Cooperative State Employment Office, Y. M. C. A. Building, 343 West Fourth Street.
York:.....	Bureau of Workmen's Compensation, Central National Bank Building. State Workmen's Insurance Fund, 917 Wayne Avenue.

Note: State Employment Offices are conducted in cooperation with the United States Employment Service.







# LABOR AND INDUSTRY

*Published monthly by*

DEPARTMENT OF LABOR AND INDUSTRY  
COMMONWEALTH OF PENNSYLVANIA

A. M. NORTHRUP, M. D., *Secretary*

LINCOLN C. CARSON AND EFFIE REIMENSNYDER, *Editors*

---

---

Vol. XVIII	FEBRUARY, 1931	No. 2
------------	----------------	-------

---

---

## Contents

	<i>Page</i>
Annual Report of Workmen's Compensation Bureau and Board . . . . .	4
William H. Horner, Director, Bureau of Workmen's Compensation, J. C. Detweiler, Secretary, Workmen's Compensation Board.	
They Put Safety First . . . . .	22
Horseplay Classified . . . . .	25
Industrial Board . . . . .	25
Health Posters . . . . .	26
Review of Industrial Statistics . . . . .	27
William J. Maguire, Director, Bureau of Statistics.	
Directory of Offices . . . . .	66



A. M. NORTHROP, M. D.  
*Secretary of Labor and Industry*

## LETTER OF TRANSMITTAL

December 31, 1930

HON. PETER GLICK,  
Secretary of Labor and Industry,  
Harrisburg, Pennsylvania.

Dear Mr. Glick:

In accordance with the policy followed for a number of years, I have the pleasure of transmitting herewith the annual report of the Bureau of Workmen's Compensation and the Workmen's Compensation Board for the year ending December 31, 1930.

In the preparation of this report acknowledgment is given to the Bureau of Statistics of the Department of Labor and Industry for compiling tables and assembling other statistical data.

Respectfully submitted,

W. H. HORNER, *Director*,  
Bureau of Workmen's Compensation



# ANNUAL REPORT

## BUREAU OF WORKMEN'S COMPENSATION AND WORKMEN'S COMPENSATION BOARD DEPARTMENT OF LABOR AND INDUSTRY

### 1930

WILLIAM H. HORNER, *Director, Bureau of Workmen's Compensation,*  
J. C. DETWEILER, *Secretary, Workmen's Compensation Board*

The year 1930 shows a decided decrease in the number of industrial accidents reported to the Bureau of Workmen's Compensation as compared with the records for 1929. The total number of accidents, causing a time loss of two days or more, reported to the Bureau during the year ending December 31, 1930, is 144,679, including 1,762 fatal cases. This is a decrease of 21,978, or 13.2 per cent, as compared with the 1929 figures. The greatest percentage of decreases was in the non-fatal group, 13.2 per cent. Fatal accidents decreased 11.9 per cent.

The decline in industrial activity during the year together with the intensive safety campaign conducted by the Bureau of Inspection of the Department of Labor and Industry are primarily responsible for the reduction in the accidents occurring in the industries of the State. The greatest decline for the year is shown in the Transportation and Public Utility group.

There was also a decline in the compensation liability for the year 1930 as compared with 1929. The total amount of compensation awarded for the year 1930 was \$15,654,583, a decline of \$657,494, or 4 per cent, as compared with 1929.

In line with the reduction in the number of fatal accidents reported during the year 1930 the number of fatal compensation cases also decreased 6.7 per cent, and the amount of fatal compensation payable showed a reduction of 7.2 per cent. For the various classes of permanent injuries the records show increases or decreases for 1930 as compared with 1929 as follows:

Eye losses decreased . . . . .	13.6 per cent
Arm losses increased . . . . .	15.4 per cent
Hand losses decreased . . . . .	11.0 per cent
Finger losses decreased . . . . .	13.2 per cent
Phalanx losses decreased . . . . .	5.6 per cent
Leg losses increased . . . . .	22.1 per cent
Foot losses decreased . . . . .	3.9 per cent
Facial disfigurement cases increased . . . . .	29.9 per cent
Miscellaneous total disability cases decreased . . . . .	15.6 per cent

The records show a 2.4 per cent increase in the average number of days lost in compensable cases covering accidents in the temporary injury class for 1930 as compared with 1929.



While the severity of injury in temporary disability cases increased slightly, the number of permanent injury cases showed a considerable decrease as compared with 1929.

A comparison of the number of fatal and non-fatal accidents reported to the Bureau of Workmen's Compensation during the years 1930 and 1929 by industrial classification is shown in the following table:

Industrial Group	1930			1929		
	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
Construction and Contracting.....	224	20,485	20,709	244	20,248	20,492
Manufacturing.....	343	45,108	45,452	378	60,132	60,510
Coal Mining:						
Anthracite.....	471	26,036	26,507	518	27,543	28,061
Bituminous.....	337	19,781	20,118	408	23,131	23,539
Quarrying and Mining other than Coal Mining...	20	1,830	1,850	41	2,033	2,074
Transportation and Public Utilities.....	138	7,205	7,343	205	8,907	9,112
Trading:						
Retail.....	57	7,726	7,783	41	7,720	7,761
Wholesale.....	13	1,439	1,452	13	1,739	1,752
State and Municipal.....	83	4,909	4,992	86	4,190	4,276
Miscellaneous.....	76	8,398	8,474	66	9,014	9,080
<b>TOTAL.....</b>	<b>1,762</b>	<b>142,917</b>	<b>144,679</b>	<b>2,000</b>	<b>164,657</b>	<b>166,657</b>

## SUMMARY OF ACCIDENTS REPORTED

In order that a comparison may be made of the accident trend year by year the following table gives the number of fatal and non-fatal accidents reported to the Bureau of Workmen's Compensation each year since 1916.

Year	Fatal	Non-fatal	Total
1916	2,670	252,946	255,616
1917	3,072	224,808	227,880
1918	3,403	181,441	184,844
1919	2,569	149,975	152,544
1920	2,528	172,451	174,979
1921	1,924	138,273	140,197
1922	1,890	144,365	146,255
1923	2,412	198,023	200,435
1924	2,209	175,330	177,539
1925	2,009	174,370	176,379
1926	2,116	178,284	180,400
1927	2,053	158,690	160,743
1928	2,065	150,433	152,498
1929	2,000	164,657	166,657
1930	1,762	142,917	144,679
<b>TOTAL</b>	<b>34,682</b>	<b>2,606,963</b>	<b>2,641,645</b>

## EXPERIENCE IN REPORTING ACCIDENTS AND FILING COMPENSATION AGREEMENTS

The Workmen's Compensation Law was primarily intended to afford relief to injured employes and their families when the opportunity to earn a livelihood had ceased due to industrial accidents. Therefore, accidents should be reported to the Bureau of Workmen's Compensation promptly after they occur and agreements for the payment of compensation should be executed and submitted to the Bureau for approval with the least possible delay after the waiting period has expired, in order that compensation payments may begin promptly and continue at regular intervals thereafter.

Some employers operating as self-insurers and some insurance companies have established commendable records in this respect, however there are many self-insurers and insurance companies whose experience along these lines is not very satisfactory. In many cases there are prolonged delays in compensation payments without justifiable excuse.

A study of the records in the Bureau of Workmen's Compensation for the year 1927 disclosed that 18.4 days was the average time taken to report accidents and 48.3 days was the average time taken to file agreements for the payment of compensation with the Bureau. Efforts were made during the years 1928, 1929, and 1930 to secure a reduction of these averages, and the extent of the improvement attained may be judged from the records of this experience for the first nine months of 1930. The records show that the average time for reporting accidents has been reduced to 18.1 days and the average time for filing compensation agreements has been reduced to 42.2 days, a 1.6 per cent reduction in the average time required for the reporting of accidents and a 12.6 per cent reduction in the average time required for the submission of agreements covering the payment of compensation. This improvement is very gratifying but the Department feels that a further reduction of the averages can be effected by closer attention on the part of those companies whose records are in excess of the averages for all companies.

## COMPENSATION CASES

Compensation payments were authorized either by agreements or awards during the year 1930 in 85,358 cases. In line with the reduction in the number of accidents reported during the year the compensation cost decreased approximately 4 per cent, as compared with 1929. The total amount of compensation liability for the year 1930 was \$15,654,583 as compared with \$16,312,077 in 1929. The compensation for 1930 was sub-divided as follows:

Fatal cases.....	\$5,863,056
Permanent disability cases.....	3,883,623
Temporary disability cases.....	5,907,904

During the fifteen years the Workmen's Compensation Law has been in effect in the Commonwealth of Pennsylvania, compensation payments were made or authorized in 1,098,075 cases. The total amount of this compensation liability was \$182,250,580 distributed as follows:

Fatal cases.....	\$83,849,184
Permanent disability cases.....	39,237,378
Temporary disability cases.....	59,164,018

In addition to the payment of compensation the law requires the employer to furnish reasonable medical, surgical, and hospital services, medicines and supplies as and when needed during the first thirty days after disability begins. This cost amounts to approximately one-third of the compensation liability and is not included in the figures given.

At the close of the year 1930 the records in the Bureau of Workmen's Compensation show an outstanding compensation liability in fatal and permanent injury cases amounting to \$48,468,470 to be paid in regular installments extending over a number of years.

### FATAL COMPENSABLE CASES

During the year compensation payments were authorized in 1,677 fatal cases causing a compensation liability amounting to \$5,863,056, or an average of \$3,496 per case.

During the year, widows who were receiving compensation payments remarried in 254 cases, and in one case a mother remarried. In these remarriage cases the widow was entitled to compensation payments for one-third of the remainder of the three hundred week period. In cases where there were minor dependents, after the widow remarried, payments to these minor dependents continued until the minors reached the age of sixteen years. Before payments on behalf of minor dependents can be resumed in a remarriage case, it becomes necessary to have guardians appointed by the Courts or have the Workmen's Compensation Board appoint some suitable person to receive and disburse payments on behalf of these minor dependents. Before appointments are made a thorough investigation is made to determine whether the petitioner is competent to serve in this capacity.

Dependent widows, widowers, fathers or mothers are entitled to compensation payments for a period of three hundred weeks unless payments are terminated before the expiration of the three hundred week period by some provision of the Compensation Law. In fatal cases where there are neither fathers nor mothers, who are entitled to compensation benefits, but children under sixteen years of age, compensation is payable until each child reaches the age of sixteen.

The records in the Bureau show that during the year 1930 there were no minor dependents in 546 fatal cases. In these cases the sole beneficiaries are as follows: widows, 355; widowers, 1; fathers, 18; mothers, 94; and fathers and mothers, 78.

The number and sex of the beneficiaries under the Act in fatal cases since the Workmen's Compensation Law became effective are as follows: widows, 18,016; fathers, 2,034; mothers, 3,067; children under sixteen years of age: sons, 20,626; daughters, 20,157; brothers, 36; and sisters, 37.

The compensation liability in fatal cases under agreements or awards for each year as well as the amount paid towards defraying funeral expenses in cases where there were no beneficiaries under the Act is shown in the following tables:

TABLE OF FATAL DEPENDENCY CASES

Year	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1916	1,304	\$ 4,078,796	\$3,128
1917	1,323	4,127,931	3,113
1918	2,041	6,806,490	3,335
1919	1,794	6,361,191	3,546
1920	1,643	5,854,535	3,564
1921	1,338	4,658,392	3,482
1922	1,444	5,050,395	3,498
1923	1,683	5,872,039	3,489
1924	1,736	5,808,573	3,346
1925	1,593	5,360,392	3,365
1926	1,574	5,253,327	3,338
1927	1,672	5,739,968	3,433
1928	1,553	6,205,995	3,996
1929	1,510	6,275,750	4,156
1930	1,431	5,826,462	4,072
TOTAL	23,639	\$83,280,236	\$3,523

NO DEPENDENCY CASES—FUNERAL EXPENSES PAID

Year	Cases	Total Paid	Average Per Case
1916	423	\$ 37,279	\$ 88
1917	623	61,397	99
1918	566	56,190	99
1919	702	69,964	100
1920	512	51,287	100
1921	233	23,300	100
1922	121	12,095	100
1923	269	26,900	100
1924	209	20,909	100
1925	368	36,800	100
1926	256	25,600	100
1927	329	32,900	100
1928	274	35,783	131
1929	288	41,950	146
1930	246	36,594	149
TOTAL	5,419	\$568,948	\$105

## PERMANENT INJURY CASES

The following series of tables cover permanent injury cases where compensation is payable for a definite period of time as provided in the Compensation Act. These separate tables cover each type of permanent injury and give the number of cases and the compensation payable by years, also the average compensation cost per case.

## EYES

Year	Eye Losses	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1916	366	357	\$ 349,896	\$ 980
1917	372	370	405,097	1,095
1918	706	683	840,430	1,230
1919	678	651	828,432	1,119
1920	691	664	972,510	1,465
1921	677	653	1,005,414	1,540
1922	550	527	807,791	1,533
1923	649	621	992,193	1,598
1924	658	637	1,008,898	1,584
1925	538	526	800,598	1,522
1926	575	556	870,732	1,566
1927	588	569	882,420	1,551
1928	518	491	865,173	1,762
1929	565	542	1,023,074	1,888
1930	488	468	889,015	1,900
TOTAL	8,619	8,315	\$12,541,673	\$1,508

There are 237 cases which resulted in the loss of both eyes; 9 in 1916; 2 in 1917; 15 in 1918; 18 in 1919; 24 in 1920; 17 in 1921; 14 in 1922; 21 in 1923; 20 in 1924; 10 in 1925; 17 in 1926; 15 in 1927; 19 in 1928; 17 in 1929; and 19 in 1930.

## FINGERS

Year	Finger Losses	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1923*	795	635	\$ 272,889	\$430
1924	1,456	1,113	501,803	451
1925	1,459	1,121	488,305	436
1926	1,551	1,187	537,032	452
1927	1,502	1,190	508,586	427
1928	1,425	1,093	566,800	519
1929	1,691	1,284	709,850	553
1930	1,467	1,141	607,043	532
TOTAL	11,346	8,764	\$4,192,308	\$478

\*Date Amendment became effective, March 29, 1923.



## PHALANGES

Year	Phalanx Losses	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1923*	673	545	\$ 125,020	\$229
1924	1,195	960	226,002	235
1925	1,308	1,079	241,679	224
1926	1,288	1,030	241,619	235
1927	1,202	973	226,542	233
1928	1,143	934	252,101	270
1929	1,173	955	272,888	286
1930	1,107	912	254,329	279
TOTAL	9,089	7,388	\$1,840,180	\$249

\*Date Amendment became effective, March 29, 1923.

## HANDS

Year	Hand Losses	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1916	103	101	\$ 133,297	\$1,320
1917	145	144	198,840	1,381
1918	262	251	400,280	1,595
1919	299	296	467,035	1,578
1920	305	299	549,729	1,839
1921	291	284	550,177	1,937
1922	281	274	548,366	2,001
1923	308	303	601,745	1,986
1924	225	220	452,649	2,057
1925	185	180	373,332	2,074
1926	229	221	458,088	2,073
1927	214	209	431,661	2,065
1928	217	205	482,159	2,352
1929	218	215	512,707	2,385
1930	194	188	467,174	2,485
TOTAL	3,476	3,390	\$6,627,239	1,955

Both hands were lost in 49 cases; 2 in 1916; 1 in 1917; 1 in 1918; 1 in 1919; 2 in 1920; 1 in 1921; 5 in 1922; 4 in 1923; 4 in 1924; 4 in 1925; 5 in 1926; 4 in 1927; 10 in 1928; 1 in 1929; and 4 in 1930.

## ARMS

Year	Arm Losses	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1916	59	58	\$ 89,465	\$1,542
1917	48	48	82,658	1,722
1918	78	78	144,017	1,846
1919	69	68	139,625	2,097
1920	85	85	182,809	2,151
1921	99	98	229,705	2,344
1922	85	82	201,672	2,459
1923	77	77	187,902	2,440
1924	75	74	182,758	2,470
1925	73	71	177,382	2,498
1926	83	82	207,090	2,525
1927	64	62	154,148	2,486
1928	70	70	186,244	2,661
1929	78	78	222,828	2,857
1930	90	90	256,492	2,850
TOTAL	1,133	1,121	\$2,644,795	\$2,359

Both arms were lost in 3 cases; 1 in 1922; 1 in 1924; and 1 in 1927.



## FEET

Year	Foot Losses	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1916	45	44	\$ 54,878	\$1,247
1917	62	62	85,109	1,373
1918	157	154	215,599	1,400
1919	166	160	229,436	1,434
1920	147	145	234,701	1,619
1921	155	154	256,633	1,666
1922	148	140	256,227	1,830
1923	176	170	307,191	1,807
1924	146	138	265,688	1,925
1925	164	157	295,098	1,880
1926	192	181	344,481	1,903
1927	159	149	282,506	1,896
1928	181	174	354,679	2,038
1929	152	147	311,237	2,117
1930	146	143	307,347	2,149
TOTAL	2,196	2,118	\$3,800,810	\$1,795

Both feet were lost in 54 cases: 2 in 1918; 5 in 1919; 1 in 1920; 1 in 1921; 6 in 1922; 2 in 1923; 4 in 1924; 6 in 1925; 10 in 1926; 7 in 1927; 5 in 1928; 2 in 1929; and 3 in 1930.

## LEGS

Year	Leg Losses	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1916	89	86	\$ 137,983	\$1,604
1917	53	51	83,402	1,635
1918	113	106	209,753	1,979
1919	91	90	177,072	1,967
1920	101	100	200,777	2,008
1921	104	101	239,002	2,366
1922	119	116	278,622	2,402
1923	116	111	279,717	2,520
1924	109	101	264,853	2,622
1925	102	98	243,238	2,482
1926	124	118	311,378	2,639
1927	128	119	319,780	2,687
1928	126	120	325,123	2,709
1929	95	91	261,647	2,875
1930	116	112	330,911	2,955
TOTAL	1,586	1,520	\$3,663,258	\$2,410

Both legs were lost in 52 cases: 2 in 1916; 2 in 1917; 5 in 1918; 1 in 1919; 2 in 1921; 3 in 1922; 5 in 1923; 5 in 1924; 4 in 1925; 6 in 1926; 8 in 1927; 3 in 1928; 3 in 1929; and 3 in 1930.

## FACIAL DISFIGUREMENT

Serious and permanent disfigurement of the head or face became compensable as a permanent injury under the amendments to the Workmen's Compensation Law effective May 20, 1921. The number of these cases for each year and the amount of compensation liability incurred is shown in the following table:

Year	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1922	7	\$ 8,331	\$1,190
1923	21	15,247	726
1924	31	35,386	1,141
1925	85	45,933	540
1926	100	62,872	629
1927	119	55,331	465
1928	146	66,273	454
1929	137	67,714	494
1930	178	79,179	445
TOTAL	824	\$436,266	\$ 529

## MISCELLANEOUS PERMANENT INJURIES

This group is made up of cases in which compensation is payable for the maximum period of time prescribed in the Workmen's Compensation Law, including cases not specifically mentioned in the Act, and those cases of temporary partial disability in which the amount of award is equivalent to between 50 and 75 per cent of the scheduled rates for permanent partial or permanent total disability. Temporary cases with an award equivalent to 75 per cent or more of the scheduled rates for permanent disabilities are classified according to the class of injury involved. The number of cases, amount of compensation incurred, and average payment per case by year are shown in the following table:

### MISCELLANEOUS PERMANENT TOTAL DISABILITY

Year	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1917	6	\$ 20,146	\$3,358
1918	29	110,185	3,799
1919	21	84,000	4,000
1920	35	141,311	4,037
1921	43	182,892	4,253
1922	27	125,355	4,643
1923	20	91,577	4,579
1924	26	114,125	4,389
1925	53	220,603	4,162
1926	88	351,107	3,989
1927	90	365,795	4,064
1928	101	467,015	4,624
1929	109	524,605	4,813
1930	92	474,318	5,156
TOTAL	740	\$3,273,034	\$4,423

### MISCELLANEOUS PERMANENT PARTIAL DISABILITY\*

1930	87	\$ 217,815	\$2,504
------	----	------------	---------

\*Classification established July 1, 1930.

## SUMMARY OF ALL PERMANENT INJURY CASES

A summary of all permanent injury cases in which compensation was payable for a definite number of weeks as provided in the Act, and the total amount of compensation liability incurred is shown in the table following:

Year	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1916	646	\$ 765,519	\$1,185
1917	681	875,252	1,285
1918	1,301	1,920,264	1,476
1919	1,286	1,925,600	1,497
1920	1,328	2,281,837	1,718
1921	1,333	2,463,823	1,848
1922	1,173	2,226,364	1,898
1923	2,503	2,873,481	1,148
1924	3,300	3,052,162	925
1925	3,370	2,886,168	856
1926	3,563	3,384,399	950
1927	3,480	3,226,769	927
1928	3,334	3,565,567	1,069
1929	3,558	3,906,550	1,112
1930	3,411	3,883,623	1,139
TOTAL	34,267	\$39,237,378	\$1,145

## SUMMARY OF TEMPORARY DISABILITY CASES

Compensation cases in which the duration of payments was not definite but covered the period of disability due to the injury are included in this classification. Payments are terminated by the execution of a final receipt, giving the date when disability terminated, the amount of compensation paid, and the wages at which the injured person returned to work, or in disputed cases by an order for termination of compensation payments by a referee or the Workmen's Compensation Board. This group represents the largest number of cases compensable under the Compensation Act although the compensation liability for temporary disability cases is exceeded by the liability in the fatal cases.

Year	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1916	68,920	\$ 2,652,136	\$38
1917	47,441	1,390,632	29
1918	66,012	2,856,971	43
1919	53,323	2,626,081	49
1920	68,566	3,359,125	49
1921	62,949	3,615,161	57
1922	60,055	3,564,490	59
1923	80,292	4,370,973	55
1924	73,529	4,144,686	56
1925	74,928	4,450,234	59
1926	69,942	4,316,315	62
1927	69,400	4,329,992	62
1928	76,170	5,491,491	72
1929	82,953	6,087,827	73
1930	80,270	5,907,904	74
TOTAL	1,034,750	\$59,164,018	\$57

## SUMMARY OF ALL COMPENSATION CASES

This classification comprises all cases in which compensation payments have been made or awarded and includes temporary disability, permanent injury, and fatal cases. The total number of cases for each year, the compensation awarded including all cases, and the average compensation cost per case is included in the table which follows. The amount paid for funeral expenses in fatal cases where there was no liability for the payment of compensation is also shown:

## COMPENSABLE CASES

Year	Number of Cases	Compensation Awarded	Average Compensation Per Case
1916	70,870	\$ 7,496,451	\$106
1917	49,445	6,393,815	139
1918	69,354	11,583,725	167
1919	56,403	10,912,872	193
1920	71,537	11,495,497	161
1921	65,620	10,737,376	164
1922	62,672	10,841,249	173
1923	84,478	13,116,493	155
1924	78,565	13,005,421	166
1925	79,891	12,696,794	159
1926	75,079	12,954,041	173
1927	74,552	13,296,729	178
1928	81,057	15,263,053	188
1929	88,021	16,270,127	185
1930	85,112	15,617,989	183
TOTAL	1,092,656	\$181,681,632	\$166

## FATAL NO DEPENDENCY CASES—FUNERAL EXPENSES PAID

Year	Cases	Total Paid	Average Per Case
1916	423	\$ 37,279	\$ 88
1917	623	61,397	99
1918	566	56,190	99
1919	702	69,964	100
1920	512	51,287	100
1921	233	23,300	100
1922	121	12,095	100
1923	269	26,900	100
1924	209	20,909	100
1925	368	36,800	100
1926	256	25,600	100
1927	329	32,900	100
1928	274	35,783	131
1929	288	41,950	146
1930	246	36,594	149
TOTAL	5,419	\$ 568,948	\$105
GRAND TOTAL	1,098,075	\$182,250,580	\$166

## ADJUSTMENT SECTION

Through the efforts of this Section, hundreds of cases, which would have reached the referees as a result of litigation, have been adjusted and agreements for the payment of compensation filed with the Bureau.

Investigations also were made for the Workmen's Compensation Board in hundreds of cases where petitions were filed by dependents in fatal cases for the payment of compensation in a lump sum, or for the appointment of some suitable person to receive and disburse compensation payments in cases where widows who were receiving compensation, remarried, and in cases where the period during which the widow was entitled to compensation payments had expired, leaving minor dependents entitled to compensation benefits.

This Section is under the supervision of the Assistant Director of the Bureau of Workmen's Compensation and consists of a field force of eleven men with district offices at Altoona, Greensburg, Kittanning, Pittsburgh, Philadelphia, Pottsville, Scranton, and Wilkes-Barre.

Following is a summary of the work performed by this Section during the year:

Compensation agreements secured and approved.....	1,152
Non-compensable cases adjusted—time loss less than seven days and only medical expenses involved—payment made.....	315
Interstate Commerce cases investigated—railroad fatal accidents, settlement made under the Federal Liability Act, cases not covered by the Act.....	94
No dependents—fatal cases investigated and closed, where there was no dependency within the meaning of the Act, only part payment of last sickness and burial expenses involved to the amount of one hundred fifty dollars each, payment made.....	230
Petitions filed in order to determine the merits of cases before referees, in disputed claims.....	1,199
Commutation petitions investigated for the Board.....	299
Petitions investigated for the Board in which fatal accidents occurred after January 1, 1920, as to the petitioner being the proper person to receipt, collect, and disburse the compensation payable to dependent minors on account of remarriage or death.....	445
Subrogation cases investigated—accidents where the third party was responsible and amounts received by claimants were equivalent to or in excess of amounts of compensation payable under the Act.....	35
Barred by the Statute of Limitations—cases investigated where injured parties refused to sign compensation agreements, owing to small amount of compensation involved, claims now barred by Statute of Limitations.....	74
Other investigations made in miscellaneous cases as follows:.....	348
Special investigations made in State cases where compensation was paid to injured State employes, also investigated medical, surgical, and hospital bills pertaining to services rendered such injured employes.	
Compensation cases reopened and additional compensation paid.	
Additional medical and hospital attention secured for injured employes beyond the thirty-day period.	
Assistance rendered in appointment of guardians for minor dependents in fatal accidents occurring prior to January 1, 1920.	
Representing claimants at hearings before referees.	
Special assistance given and arrangements made in commuted cases for foreigners who returned to their native homes.	
Cases investigated where employer paid full wages in lieu of compensation, employer reimbursed by insurance company in the amount of compensation payable, and agreements executed.	
Cases in which claimants were assisted in collecting compensation where awards were made by referees, employers not covered by compensation insurance at time of accident.	
Fatal cases investigated where the question of alien dependency was involved and cases referred to the proper consular representatives in this country.	
Referred to the Insurance Coverage Section, all cases in which claim petitions were filed against employers who were not granted the privilege of exemption, or covered by compensation insurance. Violators were prosecuted in cases where such action was deemed advisable.	
Cases investigated for Industrial Commissions of other States.	
Cases on hand January 1, 1930.....	326
Cases assigned during the year of 1930.....	4,398
Total number of cases investigated and adjusted in 1930.....	4,421
Cases on hand January 1, 1931.....	303



## COMPENSATION CASES COVERING STATE EMPLOYEES

State employees who were injured during the course of their employment prior to June 1, 1929, were paid compensation during the year by the Department of Labor and Industry out of an appropriation made for this purpose by the Legislature. Beginning June 1, 1929, the liability under the Workmen's Compensation Law for the payment of compensation, medical, surgical, hospital and funeral expenses to injured State employees or their dependents in fatal cases was placed with an insurance company. The total amount expended by the Department for this purpose from December 14, 1929, to December 12, 1930, as well as the amount expended each year beginning with 1924 is shown in the following table:

Medical, surgical, hospital, and burial expenses.....	\$ 1,180.40
Compensation paid for fatal cases.....	23,013.10
Compensation paid for permanent injury cases.....	15,373.93
Compensation paid for temporary disability cases.....	912.01
Total Expenditures (1930).....	\$42,841.76
Total Expenditures (1929).....	78,624.33
Total Expenditures (1928).....	84,057.77
Total Expenditures (1927).....	65,697.71
Total Expenditures (1926).....	64,437.00
Total Expenditures (1925).....	65,688.49
Total Expenditures (1924).....	74,310.38

The State's outstanding compensation liability in fatal and permanent injury cases covering accidents occurring prior to June 1, 1929, by Departments of the State Government is given in the table which follows. These figures do not include four cases pending before the referees:

Department	Fatal and Permanent Injury Cases
Auditor General.....	\$ 2,000.00
Forests and Waters.....	1,500.00
Health.....	720.00
Highways.....	40,150.00
Military Affairs.....	2,500.00
Property and Supplies.....	500.00
State Police.....	8,500.00
State Workmen's Insurance Fund.....	1,500.00
<b>TOTAL.....</b>	<b>\$57,370.00</b>

The amounts shown in the above table cover 57 fatal cases and 22 permanent injury cases. In addition, in the Department of Highways, compensation is being paid on three temporary disability cases having an estimated compensation liability of \$1,000.00.



## INSURANCE COVERAGE SECTION

Every employer of labor in the Commonwealth of Pennsylvania liable under the provisions of the Workmen's Compensation Law must insure the payment of compensation by carrying compensation insurance in any insurance company authorized to insure such liability in the Commonwealth or must secure from the Bureau the privilege of operating as a self-insurer.

The privilege of operating as a self-insurer was granted to 484 employers throughout the State for the year 1930 after satisfactory statements had been filed showing that the Bureau was justified in granting this privilege.

The records show that substantial progress has been made by the self-insured group in reducing the elapsed time between the date of accident and receipt of accident report by the Bureau, as well as reducing the elapsed time between the date of accident and receipt of agreement for the payment of compensation.

Special efforts were made during the year 1930 to compel employers of labor to comply with the compulsory insurance provision of the Workmen's Compensation Law which provides drastic penalties for failure to carry compensation insurance. As a result of these efforts, 12,254 employers of labor who heretofore did not carry compensation insurance secured insurance policies covering their liability under the Law in case of accident to any of their employes. This means that approximately 37,000 employes who heretofore were not properly protected under the provisions of the Workmen's Compensation Law will now receive the full benefits of the Act in case of injury happening in the course of their employment. In this work the Bureau had the active cooperation of the Bureau of Inspection of the Department of Labor and Industry, the newspapers throughout the Commonwealth, the Chambers of Commerce and other agencies.

It became necessary to bring prosecutions in several cases and in each case the defendants were found guilty. The enforcement of this provision of the Law is a tremendous task as there are violators in every section of the State. This is especially the case in the cities. The Bureau has only two men who give their full time to this work. There should be at least ten men located in different sections of the State who should give their entire time in the enforcement of this provision of the Law. With the proper enforcement of this amendment there would be fewer cases of default in compensation payments due to the failure of the employer to carry compensation insurance and in which compensation could not be collected because the employer was not financially responsible.

## PETITIONS SECTION

The number of petitions in contested cases received by this Section during the year and assigned to the referees or the Workmen's Compensation Board for disposition was the largest in the history of the Workmen's Compensation Law.

These petitions are divided into two groups, the first covering the original claims, and the second group covering cases where disputes had arisen regarding the length of time during which compensation was payable or where the status of the case had changed thereby affecting the compensation liability.

Original claims for compensation were filed during the year in 4,317 cases.

The following table shows the number and disposition of these petitions as well as the number of cases pending at the close of the year, and also the record for each preceding year that the Workmen's Compensation Law has been in effect.

Year	Assigned	Awards	Disallowed	Dismissed	Withdrawn	Pending
1916	1,710	573	284	738	65	50
1917	2,964	799	650	993	228	344
1918	2,216	741	492	657	141	529
1919	2,204	767	505	578	181	702
1920	2,306	769	428	688	180	943
1921	2,408	799	435	801	157	1,159
1922	2,388	886	539	809	157	1,156
1923	2,541	1,005	618	743	167	1,164
1924	2,887	1,166	857	784	234	1,010
1925	3,022	1,226	827	769	242	968
1926	2,994	1,272	978	714	239	759
1927	3,411	1,229	1,072	733	253	883
1928	3,616	1,368	1,065	777	288	1,001
1929	3,824	1,384	1,112	850	279	1,200
1930	4,317	1,558	1,189	1,019	391	1,360
TOTAL	42,808	15,542	11,051	11,653	3,202	.....

Petitions covered in group two, comprising petitions for modification, review, reinstatement, or termination, were received by the Bureau during the year in 3,191 cases and were assigned to the referees for disposal.

The number and disposition of these cases as well as the number pending at the close of the year, and the record for preceding years is shown in the table which follows:

Year	Assigned	Granted	Refused	Pending
1916 and 1917	370	129	193	48
1918	1,193	614	494	133
1919	1,446	779	645	155
1920	1,398	778	569	206
1921	2,030	1,003	815	418
1922	2,077	1,154	894	447
1923	1,772	1,023	741	455
1924	2,400	1,359	930	566
1925	2,558	1,479	1,091	554
1926	2,524	1,415	1,197	460
1927	2,823	1,458	1,220	612
1928	2,807	1,482	1,333	603
1929	2,751	1,542	1,089	723
1930	3,191	1,937	1,151	826
TOTAL	29,340	16,152	12,362	...

The preceding tables do not cover petitions for commutation, petitions for the appointment of some suitable person to receive and disburse compensation payments to minor dependents in fatal cases, and petitions of a miscellaneous character which are referred to the Workmen's Compensation Board direct.

## APPEALS

There were 1,138 appeals to the Board from decisions of referees, of which number 500 were taken by claimants and 638 by defendants; 217 appeals were taken to the courts from decisions of the Board.

Petitions assigned to referees, appeals to the Board, and appeals to the Courts during the year 1930 exceed the number in any previous year as will be noted from the following table:

SUMMARY OF CASES ASSIGNED TO REFEREES  
AND APPEALS TO THE BOARD AND COURTS

Year	Claim Petitions	*Other Petitions	Total	Appeals to Board	Appeals to Court
1916	1,710	.....	1,710	225	29
1917	2,964	370	3,334	543	158
1918	2,216	1,193	3,409	394	136
1919	2,204	1,446	3,650	409	94
1920	2,306	1,398	3,704	388	109
1921	2,408	2,030	4,438	485	126
1922	2,388	2,077	4,465	624	134
1923	2,541	1,772	4,313	646	107
1924	2,887	2,400	5,287	662	127
1925	3,022	2,558	5,580	694	176
1926	2,994	2,524	5,518	731	153
1927	3,411	2,823	6,234	918	206
1928	3,616	2,807	6,423	995	211
1929	3,824	2,751	6,575	1,008	216
1930	4,317	3,191	7,508	1,138	217
TOTAL	42,808	29,340	72,148	9,860	2,199

\*Petitions for modification, termination, review, and reinstatement.

Orders and opinions were filed by the Board during the year in cases appealed from decisions of referees as follows:

Referee affirmed.....	843
Referee reversed.....	90
Hearing <i>de novo</i> ordered.....	8
Rehearing ordered.....	162
Rehearing refused.....	24
Referred to impartial medical expert.....	11
Referee affirmed after hearing <i>de novo</i> .....	7
Referee reversed after hearing <i>de novo</i> .....	3
Award amended.....	21
Ordered to file reasons for rehearing.....	8
Appeals withdrawn.....	66
TOTAL.....	1,243

## PETITIONS FOR COMMUTATION

There were 876 petitions for commutation of payments filed during the year, of which number 544 were in disability cases and 332 in fatal cases.

The Board acted upon petitions during the year as follows:

### DISABILITY CASES

Petitions granted.....	443; amount, \$376,734.15
Petitions refused or dismissed.....	100
Petitions withdrawn.....	17
Orders rescinded.....	8

### FATAL CASES

Petitions granted.....	212; amount, \$183,788.09
Petitions refused or dismissed.....	81
Petitions withdrawn.....	16
Orders rescinded.....	7

The commutations granted during 1930 are further classified as follows:

For the purchase of property.....	\$ 142,266.32
Payment of indebtedness or mortgage on property.....	105,197.99
Payment of debts.....	118,501.09
Purchase of furniture and clothing.....	3,830.38
Claimant leaving state or country.....	89,853.95
Artificial appliance or medical attention.....	8,420.00
For educational purposes.....	4,422.78
For engaging in business.....	86,905.13
Employer or insurance carrier going out of business.....	1,124.60
<b>TOTAL.....</b>	<b>\$ 560,522.24</b>
Amount commuted prior to January 1, 1930.....	\$7,208,034.94
Total amount commuted since January 1, 1916.....	\$7,768,557.18
Petitions for allowance of counsel fee.....	68
Petitions on agreed facts.....	3
Miscellaneous petitions.....	53
Petitions to authorize the payment of compensation of minors to persons other than a guardian or committee.....	430

SCHEDULE OF HEARINGS OF THE WORKMEN'S COMPENSATION  
BOARD FOR THE YEAR 1931

Pittsburgh . . . . .	January 7-8-9
Harrisburg . . . . .	February 3
Philadelphia . . . . .	February 4-5-6
Scranton . . . . .	February 18
Wilkes-Barre . . . . .	February 19
Shenandoah . . . . .	February 20
Pittsburgh . . . . .	March 11-12-13
Harrisburg . . . . .	April 7
Philadelphia . . . . .	April 8-9-10
Scranton . . . . .	April 22
Wilkes-Barre . . . . .	April 23
Shenandoah . . . . .	April 24
Pittsburgh . . . . .	May 13-14-15
Harrisburg . . . . .	June 2
Philadelphia . . . . .	June 3-4-5
Scranton . . . . .	June 17
Wilkes-Barre . . . . .	June 18
Shenandoah . . . . .	June 19
Pittsburgh . . . . .	July 1-2-3
Harrisburg . . . . .	July 14
Philadelphia . . . . .	July 15-16-17
Pittsburgh . . . . .	September 23-24-25
Harrisburg . . . . .	October 6
Philadelphia . . . . .	October 7-8-9
Scranton . . . . .	October 14
Wilkes-Barre . . . . .	October 15
Shenandoah . . . . .	October 16
Pittsburgh . . . . .	November 18-19-20
Harrisburg . . . . .	December 1
Philadelphia . . . . .	December 2-3-4
Scranton . . . . .	December 7
Wilkes-Barre . . . . .	December 8
Shenandoah . . . . .	December 9



# THEY PUT SAFETY FIRST\*

## OUTSTANDING RECORDS OF PENNSYLVANIA INDUSTRY ASSEMBLED BY THE BUREAU OF INSPECTION

Superintendent R. M. Godwin, of the Safety Department of the Philadelphia Electric Company, announces the following reduction in accidents to employees of that concern during 1930: lost-time accidents, 27 per cent; days lost, 21 per cent; fatalities, 55 per cent. These reductions mean 100 less lost-time accidents than in 1929, 1,400 less days lost than in 1929, and 7 less fatalities than in 1929. The company had approximately 8,000 employees in 1930.

---

More than 250 industrial units were expected to participate in an interplant safety contest sponsored by the Western Pennsylvania Safety Council. The contest open to all companies in the safety council district employing an average of 25 persons or more will continue until June 1, 1931. Contestants are divided into groups according to business classification. Awards will be based on the lowest accident rates for the period of the contest.

---

The Coke Oven Plant of the Philadelphia Electric Company, at Chester, recorded only 3 lost-time accidents in 1930 when 95 employees worked 365 days on 8-hour shifts. The safety organization is in charge of Mr. G. A. Simmons.

---

Completing the year 1930 without a lost-time accident the plant of the United States Radiator Corporation, at West Newton, began the new year with a continuous record of 450 days without accident. This concern which manufactures radiators and boilers employs approximately 160 men.

---

The Beaver Enameling Company, of Ellwood City, manufacturers of enamel signs, had, up until December 2, 1930, established a record of no lost-time accidents for 23 months among its 60 employees.

---

The 6 Pennsylvania units of the J. E. Baker Company, of York, concluded 1930 with a record of only 5 accidents among them all. This record compares with 261 accidents among the same units in 1927, 104 in 1928, and 29 in 1929. This concern is engaged in the quarrying industry.

---

The Shaw-Perkins Manufacturing Company, of West Pittsburg, with 65 employees, recorded only 3 lost-time accidents from August 17, 1928, to December, 1930.

---

\*This will be a regular feature in **Labor and Industry**. Pennsylvania concerns are invited to submit from time to time safety records that they consider worthy of publication. Address: Director, Bureau of Inspection, Department of Labor and Industry, or your Divisional Supervisor of the Bureau.



The Eddystone Manufacturing Company, of Eddystone, wound up the year 1930 with a new safety record. From June 25th until the last day of the year not a single accident involving loss of time was experienced by any of the 650 employes of this concern. During the year Chairman George Hetherington presided over 12 meetings of the safety committee, each meeting being attended by the nurse, the safety inspector, fire chief, and mechanical engineer, who submitted reports on accidents, hazards, fire prevention, and guard work completed.

---

The Schuylkill Valley Milk Company, Incorporated, of Spring City, went through the year 1930 with only 2 lost-time accidents among 450 employes working 54 hours per week. The 2 accidents recorded resulted in a loss of 8 days time.

---

The Anthracite Shirt Company, of Treverton, Northumberland County, with an average of 40 employes at the end of 1930 completed a record of 3 years without a lost-time accident.

---

The Sircon Knitting Company, of Spring City, manufacturers of novelties and women's wear, reported under date of December 24, 1930, that no accidents had been experienced throughout the year up to that time among the 75 employes.

---

Hazleton's "Save-A-Life" campaign launched in December, 1930, by a committee of the Women's Civic Club, has had as its outgrowth a plan for institution of a branch of the National Safety Council in Hazleton. Supervising Inspector R. P. Carling, of the Hazleton office of the Bureau of Inspection, is actively engaged in assisting the promotion of this enterprise.

---

The U. S. Gauge Company, of Sellersville, with 440 employes, had 4 lost-time accidents during the year 1930, total loss of time involved being 68 days. The Foundry Department went through the year with a record free of accidents.

---

The American Sheet and Tin Plate Company, at its Shenango Works, had, on December 17, 1930, operated 76 days without a lost-time accident among 2,500 employes. This concern experienced no accidents in the months of May, June, September, and October, 1930.

---

The American Sheet and Tin Plate Company, at its New Castle Works, operated through the months of August, September and November, 1930, without a lost-time accident among an average of 1,245 employes.

---

The Ellwood Steel Corporation, of Ellwood City, manufacturers of nails and spikes, reported at the beginning of December, 1930, that no lost-time accidents had been experienced by any of its 40 employes from the beginning of the year.

The six plants of the Lehigh Portland Cement Company operating in Pennsylvania completed the year 1930 with a record of 57 days' loss of time through accidents as compared with 755 days lost in 1929. There were no fatalities in 1930 as compared with 2 in 1929. In his comment on this record Colonel Henry A. Reninger, Special Representative in charge of the Department of Safety and Welfare, states, "It can truly be said—Cement Plants are safer than the highways or the homes."

---

A record of 15 lost-time accidents for the year was reported by the Lorain Steel Company, of Johnstown, at the end of 1930 as against 21 accidents in the preceding year, 1929. Three accidents occurred in December, 1930, this being the greatest number recorded in any one month, and followed 2 months, October and November, in which no accidents at all occurred.

---

The Masland Carpet Company, in its plant at Carlisle, has a curtain hung upon the wall and over it this sign, "Raise the curtain and see the new Chairman of the Safety Committee." A mirror hangs under the curtain indicating, of course, that every individual in the plant is considered of equal importance in promotion of safety.

---

The Coke Plant of the Bethlehem Steel Company, at Bethlehem, with 311 employes, reports no lost-time accidents from September 15, 1930, up to December 10, 1930, when this report was made. The Blacksmith Shop (Sauccon Plant) with 30 employes, has had no lost-time accidents for 5 years. The Sauccon Machine Shop, with 69 employes, had no lost-time accidents in 1930 up to December 10, when the record was continuing.

---

The Pennsylvania Power Company, of New Castle, with 104 employes working 246,825 man-hours, had 4 lost-time accidents from January 1, 1930, until December 1, 1930.

---

The New Jersey Zinc Company, of Palmerton, pioneers in industrial accident prevention in Pennsylvania, had a record of 158 days without a lost-time accident terminated in 1930 by an employe who jumped from a platform 4 feet in height and sustained an injury causing loss of 2 days. Since that time a record of 89 days without accident was continuing as of December 9, 1930. This concern, with 2,650 employes, has an active safety organization and a full-time safety engineer.

---

The Cavert Wire Company, of Ellwood City, manufacturers of baling wire, reported at the beginning of December, 1930, a record free from accidents among its 40 employes from January, 1929.

# HORSEPLAY CLASSIFIED

BY HARRY D. IMMEL,  
*Director, Bureau of Inspection*

Thoughtless practical joking which results in bodily harm to the innocent victim has been formally recognized in Pennsylvania as a breach of peace through action of the District Attorney of Washington County. On recommendation of the county prosecutor, a coroner's jury at Washington, Pennsylvania, on January 13, 1931, held John Graham for action of the grand jury on a charge of involuntary manslaughter. Evidence was produced before the coroner's jury to show that Graham, indulging in horseplay, applied a compressed air hose to the body of William T. Pettit, twenty-two years old, at the Ross Automobile Service Station, in Washington, on January 3rd. As a result of injuries thus inflicted, Pettit died from peritonitis on January 7th. Graham's evident failure to realize the gravity of his prank is reflected in the jury's recommendation for "extreme mercy of the court."

So-called accidents due to horseplay are the bane of those who strive for industrial safety. Personal injuries from this type of thoughtlessness are of frequent occurrence and have caused many deaths in this state. The majority of fatalities from practical joking have been caused by the air hose. The Pennsylvania Factory Act makes no provision for punishment of practical jokers. The results of their thoughtlessness have constantly been classed as "accidents." The Washington County case, which classifies the practical joker as an assailant, amenable to the criminal law, should go far toward stamping out a type of offense which is all the more reprehensible because committed under the guise of play.

---

## INDUSTRIAL BOARD

At the January meeting of the Industrial Board the following devices were approved:

<i>Company</i>	<i>Device</i>
Chicago Eye Shield Company, Chicago, Ill.	Type number 520 Ironclad Goggle, number 522 Cesco Goggle and number 524 M & L Goggle.
John K. Green Company, New York City.	"Tusk" type window cleaner bolt.
National District Telegraph Company, New York City.	Types 436-A, 436-D, 438-D, and 438-M Fire Alarm Systems.

The following devices have been removed from the list of approved devices for the reason that they can no longer be obtained in the open market:

<i>Company</i>	<i>Device</i>
Gardner Grate Company, Boston, Mass.	"I-Gard" shield and reflector.
Warber Mfg. Company, Pittsburgh, Pa.	Safety Device for Water Gauge Glasses.
Warber Mfg. Company, Pittsburgh, Pa.	Safety-First Gauge Glass Protector.
Harrisburg Mfg. & Boiler Company, Type "A" Boiler Door Latch. Harrisburg, Pa.	

---

## HEALTH POSTERS

At the last meeting of the American Public Health Association a very interesting account was presented of the industrial work being done by the Chicago Tuberculosis Institute. This work is not directed specifically toward the prevention of tuberculosis, but to the maintaining and improving of the general health of industrial workers; thus ultimately striking at tuberculosis.

One of the services of this Institute is the providing of a monthly poster to the interested industries. These posters give terse health suggestions and are intended for display on plant bulletin boards. Some of the subjects covered during the past year are teeth, heart disease, the common cold, room ventilation in winter, and summer health advice. The subjects that will be taken up in the near future include posture, eyes, hearing, sleep, mental hygiene, the relation of accidents to sickness, and similar topics.

The dimensions of these posters are nine by twelve inches. They are designed to attract immediate attention, can be read in a few seconds, and best of all they contain sound advice that can be readily followed by everyone, even the most inexperienced and uneducated.

The Chicago Society has made these posters, Health Flashes as they are called, available to all persons through the National Tuberculosis Association and its affiliated societies. In Pennsylvania they, together with other posters issued by the national organization, may be obtained at a very small cost from the local society. The secretary of the county tuberculosis association or of other local tuberculosis associations will be glad to show these posters to any interested employers, and can supply them in any desired quantities. An opportunity is thus offered to obtain excellent and attractive health instruction with small effort.



# REVIEW OF INDUSTRIAL STATISTICS

PREPARED BY  
*The Bureau of Statistics*  
The Labor Market

**State Public Employment Office Reports**—No lessening of unemployment in the State was indicated by the reports from the State Public Employment Offices for the five-week period, November 24 to December 27, 1930, inclusive. Total applicants for positions during that period numbered 10,549, an average of 2,110 applicants a week. It is true that the average weekly total of persons applying for work decreased from 2,450 a week in November to 2,110 a week in December, a 13.9 per cent decrease, but the weekly total of employment opportunities listed showed a larger shrinkage than the decrease in applicants. The total of job opportunities listed in December averaged 576 a week as compared with a weekly average of 709 in November, an 18.8 per cent decrease. Comparison of these data on a weekly average basis is necessary because of the difference in period covered by the two reports. The November report covers a four-week period while that for December covers a five-week period. The ratio of applicants to jobs open increased from 345 applicants for every 100 jobs available in November to 366 applicants for every 100 jobs in December, a 6.1 per cent increase. The ratio of applicants to jobs for December, 1929, was 266 to 100.

Jobs were secured for 2,607 persons during December, 1930, or for 24.7 per cent of the applicants who applied. Placements for November totaled 2,444, or 24.9 per cent of the number of applicants.

The largest demand for workers in December was shown for the wholesale and retail trade group. Last minute additions to sales forces to handle the volume of Christmas buying were responsible for the increased demand for help from this industry. The prevalence of "open weather" helped employment in construction lines somewhat, but demands were little more than normal for this season. The demand for workers in all manufacturing lines was very light, but there were some signs of increased activity in the metal industries. The plight of workers in the so-called "white collar" jobs is emphasized by the December figures. During the five weeks covered by the December report there were 1,462 applicants registered for work of a clerical, technical, or professional character, yet vacancies in this class of work numbered only 291, or less than 20 per cent of the number of jobs required to provide employment for all who applied for work of this class. Indeed the state of the "white collar" worker is shown to be little better than that of the unskilled laborer. There were 3,502 applicants for work in the unskilled labor group in December and only 531 openings recorded, or 15 per cent of the number of jobs needed. This is not greatly different from the situation shown for the "white collar" group.



The State Public Employment Office records for the year 1930 show that 116,248 persons applied for work during the year, while only 35,952 job openings were found, or less than a third enough jobs to furnish employment for all who applied for work. Jobs were secured for 30,773 persons during the year, or in the ratio of one job to every four applicants.

Applicants for employment at the State Public Employment Offices during 1930 numbered 7.1 per cent more than in 1929, job openings were 34.4 per cent less than in 1929, and placements decreased 26.7 per cent. The ratio of applicants to available jobs for the year 1930, according to the Public Employment Office figures, was 323 to 100 as compared with a ratio of 198 to 100 in 1929, a 63.1 per cent increase. The trend of supply and demand for workers in industry in Pennsylvania, as compiled from records of State Public Employment Office activities, is shown in the following table of ratios of applications for employment to jobs open:

NUMBER OF APPLICANTS FOR EVERY 100 OPENINGS

MONTH	YEAR				
	1930	1929	1928	1927	1926
January.....	325	248	325	253	195
February.....	351	238	296	245	162
March.....	321	233	275	211	152
April.....	267	180	213	182	134
May.....	245	179	199	180	131
June.....	320	169	227	206	143
July.....	384	178	206	221	139
August.....	341	173	201	231	146
September.....	325	187	185	247	123
October.....	350	167	189	204	113
November.....	345	221	204	209	143
December.....	366	226	215	249	185
Average.....	323	198	222	218	145

**Reports from Manufacturing Firms**—Further reductions of employment and payroll totals were shown in the December reports from manufacturing firms. The records for December, comprising reports from 835 manufacturing plants engaged in 51 classes of manufacturing activity, showed a 3.6 per cent reduction of employment and a 6.0 per cent decrease in wage payments for December as compared with November. While December is normally a slack month of manufacturing activity, the decreases for December, 1930, were much larger than those occasioned by the usual seasonal recessions. Manufacturing employment and payrolls as represented by reports to the Federal Reserve Bank of Philadelphia and to the Department of Labor and Industry have declined consistently for the last 15 months, and in December, 1930, reached the lowest point recorded for any month during the eight years, 1923-1930, for which a record of manufacturing employment and payrolls is available. The index of factory employment for December, 1930, stood at 82.5 per cent of its 1923-1925 average and December wage payments in manufacturing plants were 70.8 per cent of average payrolls for the 1923-1925 period. In comparison with Decem-

ber, 1929, factory employment totals for December, 1930, were reduced 15.2 per cent and wage payments were 29.0 per cent under those of December, 1929.

Decreased employment in December was shown for a majority of the 51 industries represented in the report for manufacturing concerns. In fact, only 9 of the 51 industries showed any gain in employment for December as compared with November, and only 17 of the 51 industries reported increased payrolls.

Weekly earnings of workers in all manufacturing plants reporting averaged \$22.66 a week for December as compared with \$23.16 a week for November, and as compared with \$26.65 a week in December, 1929. Reports for 567 plants which gave information as to time worked during December indicate that workers in manufacturing plants averaged 40.4 hours a week in December as compared with an average of 41.4 hours in November, and as compared with an average of 46.9 hours a week in December, 1929.

Williamsport was the only one of the 16 districts of the State represented in the report for manufacturing industries which showed any increase in employment for December. Reports from 25 firms in the Williamsport area showed a 3.4 per cent gain in employment and a 10.3 per cent increase in wage payments for December as compared with November. Returns of all other districts showed decreased employment and payroll totals, except that slight gains in wage payments were recorded for the Allentown-Bethlehem-Easton, and New Castle areas. Largest employment and payroll reductions were shown for the Hazleton-Pottsville, and Johnstown districts.

Index numbers of employment and wage payment in manufacturing industries for the years 1929 and 1930 are shown in the following table:

#### MANUFACTURING

	Employment		Payrolls	
	1929	1930	1929	1930
January.....	93.9	97.7	96.4	99.2
February.....	96.4	98.0	102.9	101.3
March.....	96.9	97.6	105.4	101.3
April.....	97.7	97.6	106.3	100.5
May.....	98.7	95.6	107.9	96.5
June.....	99.6	93.5	106.6	90.7
July.....	100.4	88.9	102.9	81.9
August.....	101.4	87.6	108.1	82.8
September.....	102.0	88.8	105.3	82.4
October.....	101.4	87.4	108.9	81.3
November.....	99.9	85.6	104.1	75.4
December.....	97.3	82.5	99.7	70.8
Average.....	98.8	91.7	104.5	88.7

**Coal Mining**—Some increase of activity in the anthracite industry was indicated in the reports for December. Records of employment and payrolls for 159 anthracite mines, as reported to the Anthracite Bureau of Information, showed a 1.9 per cent increase in employment and a 2.2 per cent increase in payrolls for December as compared with November. Operations at anthracite mines, how-

ever, continue to lag far below the level for this period in 1929. December employment in anthracite mines was 13 per cent less than in December, 1929, and wage payments show nearly a 23 per cent reduction.

Reports from 387 operators in the bituminous coal industry in Pennsylvania for December show a 1 per cent decline in employment and a 4 per cent reduction in wage payments as compared with the report for November. Employment in the bituminous industry for December, 1930, was approximately 9 per cent less than in December, 1929, and wage payments were reduced nearly 29 per cent.

A comparison of activity in anthracite and bituminous mines in Pennsylvania for 1930 as compared with 1929, is shown in the following table:

#### ANTHRACITE COAL MINING

	Employment		Payrolls	
	1929	1930	1929	1930
January.....	109.8	105.6	112.6	92.1
February.....	109.4	107.8	107.0	103.7
March.....	101.3	83.3	79.5	67.1
April.....	104.1	84.8	77.4	63.9
May.....	107.2	92.3	85.4	85.8
June.....	95.4	89.5	71.0	78.2
July.....	85.6	90.3	56.8	72.6
August.....	93.6	81.7	68.9	68.2
September.....	105.5	91.9	83.4	78.2
October.....	109.8	96.2	116.6	102.3
November.....	107.6	94.7	87.6	83.2
December.....	110.8	96.5	110.3	85.0
Average.....	103.3	92.9	88.0	81.3

#### BITUMINOUS COAL MINING

	Employment		Payrolls	
	1929	1930	1929	1930
January.....	100.0	96.3	100.0	91.6
February.....	102.0	96.1	105.3	91.6
March.....	103.2	95.2	105.7	87.7
April.....	98.6	94.2	94.9	86.4
May.....	95.4	91.1	95.5	81.5
June.....	93.1	87.4	93.5	77.7
July.....	92.4	85.9	87.8	70.6
August.....	91.8	86.4	93.2	71.9
September.....	91.9	84.5	95.2	70.9
October.....	94.0	86.0	101.2	74.7
November.....	95.8	87.3	102.2	73.6
December.....	95.1	86.4	98.9	70.6
Average.....	96.1	89.7	97.8	79.1

**Construction and Contracting**—A further seasonal reduction of building and construction operations was shown in the reports received from construction companies for December. Records from 63 companies showed that employment declined 19.6 per cent as compared with November and payrolls were reduced 10.1 per cent. The decline of construction operations was general throughout the state, reports from all sections showing practically the same

degree of reduction. Largest declines were shown for firms engaged in street and highway construction operations.

The trend of employment and wage payments for construction and contracting companies in 1930, as compared with 1929, is shown in the following table of employment and payroll indexes for this industry.

#### CONSTRUCTION AND CONTRACTING

	Employment		Payrolls	
	1929	1930	1929	1930
January.....	53.9	79.8	52.2	70.1
February.....	56.3	70.4	56.8	68.5
March.....	52.9	80.4	48.3	76.4
April.....	72.7	93.3	66.7	90.1
May.....	101.7	103.8	94.0	96.8
June.....	112.2	110.2	111.3	100.0
July.....	125.3	116.1	115.2	104.7
August.....	129.4	113.9	118.9	99.9
September.....	125.2	105.6	112.2	88.7
October.....	114.4	102.9	105.5	85.1
November.....	102.3	83.6	97.3	65.4
December.....	90.7	67.2	80.7	58.8
Average.....	94.8	93.9	88.3	83.7

**Trade**—December reports from 70 retail establishments show a 2 per cent increase in employment for December as compared with November. This increase is due to temporary increases to sales forces during the Christmas season. The employment level in retail stores for December, 1930, was 5 per cent lower than in December, 1929. Employment for wholesale firms increased one per cent in December as compared with November, but the December level was 6.5 per cent less than in December, 1929.

Employment indexes for the retail and wholesale industries for the years 1929 and 1930 are given in the following table:

#### TRADE

	Employment in Retail		Employment in Wholesale	
	1929	1930	1929	1930
January.....	99.6	97.7	97.0	98.1
February.....	96.8	95.6	98.4	95.5
March.....	99.6	96.5	95.4	91.7
April.....	98.8	95.6	95.0	90.9
May.....	96.8	95.3	95.8	91.3
June.....	97.9	94.5	95.3	91.7
July.....	90.6	87.7	95.9	91.1
August.....	91.8	87.1	96.6	91.0
September.....	98.5	97.0	98.5	91.1
October.....	107.7	98.0	100.2	91.2
November.....	112.7	111.4	99.0	91.5
December.....	120.7	113.6	98.7	92.3
Average.....	101.0	97.5	97.2	92.3

**Summary**—Employment totals in industries throughout the State continued to show a declining tendency in December and in most instances were materially below the levels of a year ago. Prevalence of reduced operations was indicated by the greatly reduced volume of wage payments for December, 1930, as compared with payroll totals of the same month a year ago. Some slight gains were recorded in the primary metal industries, in automobile manufacturing, the chemical industry, anthracite coal mining, and in retail trade, but whether these increases can be accepted as being indicative of the turning point of the industrial depression is doubtful. The decline of operations in all industries during the last year was so severe that gains in industrial employment and payrolls over a period of several months must be awaited before an assertion as to the definite improvement of industrial conditions can be made.

The decrease in employment and wage payments for 1930 as compared with 1929, as shown by records available for the principal industries of the State is as follows:

#### CHANGES IN EMPLOYMENT AND WAGE PAYMENTS FOR THE PRINCIPAL INDUSTRIES

Industry	Percentage Decrease in 1930 Compared with 1929	
	Employment	Wage Payments
Construction <sup>1</sup> .....	— 1.0	— 5.2
Manufacturing.....	— 7.2	—15.1
Mining:		
Anthracite.....	—10.1	— 7.6
Bituminous.....	— 6.7	—19.1
Trade:		
Retail.....	— 3.5	..... <sup>2</sup>
Wholesale.....	— 5.0	..... <sup>2</sup>

<sup>1</sup>Only 65 firms included in reports for this industry.

<sup>2</sup>No record available.



**REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF DECEMBER, 1930**  
(FIVE WEEKS, NOVEMBER 24 TO DECEMBER 27, INCLUSIVE)

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>GRAND TOTAL</b> .....	10,549	7,320	3,229	2,879	1,747	1,132	3,558	2,220	1,338	2,607	1,567	1,040
Total industrial group (skilled).....	3,295	2,469	826	892	601	291	1,162	820	342	797	517	280
Building and construction.....	498	498	...	138	138	...	168	168	...	126	126	...
Shipbuilding.....	195	195	...	58	58	...	102	102	...	46	46	...
Chemicals and allied products.....	9	7	2	25	...	25	29	...	29	25	...	25
Clay, glass and stone products.....	12	11	1	2	2	...	5	5	...	2	2	...
Clothing.....	66	27	39	5	...	5	7	...	7	5	...	5
Textiles.....	122	67	55	8	4	4	16	4	4	8	4	4
Food and kindred products.....	36	33	3	9	6	3	12	12	...	8	5	3
Leather, rubber and composition goods.....	67	62	5	2	2	...	4	4	...	2	2	...
Lumber, woodwork and furniture.....	52	50	2	8	8	...	12	12	...	8	8	...
Paper and printing.....	46	33	13	12	10	2	15	13	2	8	6	2
Metals and metal products.....	587	569	18	130	128	2	196	193	3	105	103	2
Mines and quarries.....	21	21	...	2	2	...	2	2	...	2	2	...
Transportation and public utilities.....	282	259	23	61	49	12	93	68	25	49	37	12
Hotel and restaurant.....	612	219	393	134	42	92	178	64	114	125	37	88
Wholesale and retail trade.....	324	173	151	88	88	109	220	103	117	181	79	102
Miscellaneous.....	366	245	121	101	64	37	107	70	37	97	60	37
<b>Total other groups</b> .....	7,254	4,851	2,403	1,987	1,146	841	2,396	1,400	996	1,810	1,050	760
Clerical and professional.....	1,462	944	518	291	222	69	443	311	132	249	194	55
Agriculture.....	19	19	...	2	2	...	2	...	...	2	2	...
Semi-skilled.....	1,251	419	832	553	115	438	679	158	521	474	100	374
Unskilled.....	3,502	3,140	362	531	487	44	660	608	52	478	435	43
Casual and day workers*.....	1,020	329	691	610	320	290	612	321	291	607	319	288
<b>November, 1930</b> .....	9,800	6,649	3,151	2,837	1,626	1,211	3,420	1,885	1,535	2,444	1,340	1,104
<b>December, 1929</b> .....	9,269	6,744	2,525	3,487	2,502	985	3,860	2,769	1,091	2,855	2,033	822
<b>December, 1928</b> .....	8,417	5,680	2,737	3,921	2,526	1,395	4,704	3,023	1,681	3,046	2,053	993
Per cent of applicants placed.....	25	21	32	91	90	92	...	...	...	...	...	...
Per cent of openings filled.....	...	...	...	...	...	...	73	71	78	...	...	...
Per cent of persons referred placed.....	...	...	...	...	...	...	...	...	...	...	...	...

\*The placement of each casual or day worker is recorded for only one (1) placement per week.

## REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE YEAR 1930

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL.....	116,248	79,317	36,931	35,952	23,016	12,936	43,251	27,623	15,628	30,773	19,498	11,275
Total industrial group (skilled).....	37,138	27,613	9,545	12,056	9,465	2,591	14,995	11,518	3,477	9,519	7,302	2,217
Building and construction.....	4,767	4,767	...	1,472	1,472	...	1,781	1,781	...	1,172	1,172	...
Shipbuilding.....	2,551	2,551	...	1,496	1,496	...	1,991	1,991	...	1,201	1,201	...
Chemicals and allied products.....	55	55	3	34	3	31	43	5	38	32	3	29
Clay, glass and stone products.....	56	55	1	16	16	...	34	34	...	13	13	...
Clothing.....	349	179	170	132	27	105	178	43	135	96	21	75
Textiles.....	1,275	703	572	161	48	113	203	60	143	131	33	98
Food and kindred products.....	316	202	114	140	52	88	164	62	102	106	46	60
Leather, rubber and composition goods.....	369	349	20	22	19	3	32	27	5	17	14	3
Lumber, woodwork and furniture.....	640	625	15	115	110	5	166	158	8	100	95	5
Paper and printing.....	295	237	58	116	39	77	168	51	117	99	30	69
Metals and metal products.....	8,356	8,200	156	3,802	3,685	117	4,395	4,257	138	2,781	2,685	96
Mines and quarries.....	255	255	...	144	144	...	148	148	...	132	132	...
Transportation and public utilities.....	2,786	2,676	110	488	423	65	637	546	91	357	302	55
Hotel and restaurant.....	7,545	2,346	5,199	1,824	670	1,154	2,486	873	1,613	1,638	590	1,048
Wholesale and retail trade.....	3,597	2,047	1,550	1,299	803	496	1,552	926	626	936	544	392
Miscellaneous.....	3,943	2,366	1,577	795	458	337	1,017	556	461	708	421	287
Total other groups.....	79,090	51,704	27,386	23,896	13,551	10,345	28,256	16,105	12,151	21,254	12,196	9,058
Clerical and professional.....	14,705	8,122	6,583	2,250	1,315	935	3,717	1,963	1,754	1,768	998	770
Agriculture.....	315	301	11	70	62	8	67	61	6	50	46	4
Semi-skilled.....	15,243	5,165	10,078	6,504	1,278	5,226	7,858	1,723	6,135	5,283	1,099	4,184
Unskilled.....	37,604	34,445	3,159	8,485	7,943	542	9,886	9,295	591	7,634	7,156	478
Casual and day workers*.....	11,223	3,668	7,555	6,587	2,953	3,634	6,728	3,063	3,665	6,519	2,897	3,622
1929.....	108,512	78,151	30,361	54,802	40,340	14,462	59,715	43,584	16,131	41,997	31,157	10,840
1928.....	106,870	69,311	37,559	48,046	32,543	15,503	53,500	36,267	17,233	36,132	25,436	10,696
1927.....	134,181	89,418	44,763	61,436	40,671	20,765	63,112	42,514	20,598	50,411	35,315	15,096
Per cent of applicants placed.....	26	25	31	86	85	87	71	71	72	71	71	71
Per cent of openings filled.....	...	...	...	...	...	...	...	...	...	...	...	...
Per cent of persons referred placed.....	...	...	...	...	...	...	...	...	...	...	...	...

\*The placement of each casual or day worker is recorded for only one (1) placement per week.



## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS Week Ended	
		No. of Wage Earners Week Ended Dec. 15, 1930	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Dec. 15, 1930	Index Numbers 1923-1925 = 100				
			Dec., 1930	Per cent change compared with			Dec., 1930	Per cent change compared with			
				Nov., 1930	Dec., 1929			Nov., 1930	Dec., 1929		
Foods and tobacco: (5) 32%	96	21,929	105.0	- 1.3	- 5.0	444,997	101.4	+ 1.6	- 8.7	20.29	19.71
Bread and bakery products.....	26	3,988	110.4	- 0.8	- 3.0	107,877	107.7	- 0.9	- 5.4	27.05	27.08
Confectionery.....	14	4,484	101.5	+ 0.3	-12.6	85,740	99.4	+17.9	-14.2	19.12	16.28
Ice cream.....	11	1,109	90.2	- 3.6	- 1.2	35,287	89.9	- 3.9	- 5.2	31.82	31.91
Meat packing.....	14	2,153	96.6	- 0.8	- 7.0	65,380	97.4	+ 4.5	- 4.4	30.37	28.84
Cigars and tobacco.....	31	10,195	102.7	- 2.1	- 1.9	150,713	92.0	+ 4.2	-10.2	14.78	15.08
Stone, clay and glass products: (3) 42%	69	12,027	61.0	- 4.5	-19.9	273,195	49.1	- 2.4	-29.4	22.72	22.21
Brick, tile and pottery.....	32	3,798	68.8	- 9.6	-20.0	69,642	49.7	-11.4	-36.3	18.34	18.73
Cement.....	15	4,502	55.0	- 2.8	- 9.4	116,951	45.4	+ 3.9	-17.0	25.98	24.32
Glass.....	22	3,727	62.0	- 1.3	-28.7	86,602	56.8	- 2.1	-35.6	23.24	23.50
Lumber products: (3) 27%	52	3,973	60.2	-10.5	-35.5	75,919	51.3	-14.9	-46.1	19.11	20.05
Lumber and planing mills.....	16	974	41.9	-21.2	-49.9	18,011	35.5	-20.0	-55.2	18.49	18.23
Furniture.....	30	2,126	65.2	- 8.4	-34.9	44,027	56.9	-16.2	-47.1	20.71	22.56
Wooden boxes.....	6	873	66.4	- 1.6	- 9.2	13,881	54.6	- 2.3	-21.1	15.90	16.05
Chemical products: (5) 47%	59	11,272	93.1	+ 8.9	- 5.6	314,799	88.8	+ 1.7	-12.2	27.93	28.46
Chemicals and drugs.....	35	1,220	70.7	+ 9.8	-20.7	33,716	70.1	+ 9.9	-21.1	27.64	27.57
Coke.....	3	2,212	75.1	- 0.5	-16.5	56,547	61.1	+ 0.2	-23.5	25.56	25.38
Explosives.....	3	496	77.1	- 2.5	-14.3	11,180	80.0	-14.1	-22.4	22.54	25.58
Paints and varnishes.....	12	1,310	86.9	+ 0.7	- 8.7	32,244	85.5	+ 0.8	-13.2	24.61	24.54
Petroleum refining.....	6	6,034	121.2	+ 5.1	- 6.1	181,112	126.9	+ 1.9	- 5.3	30.02	30.98
Leather and rubber products: (4) 46%	48	10,172	91.0	- 6.2	-11.9	224,358	89.3	- 1.9	-17.2	22.06	21.10
Leather tanning.....	17	5,812	105.8	- 5.0	+ 3.4	142,382	100.5	- 4.6	- 9.4	24.50	24.37
Shoes.....	20	2,938	78.6	-10.5	-22.6	44,162	69.7	- 1.8	-34.6	13.69	13.69
Leather products, other.....	7	622	78.5	- 0.8	-25.5	15,781	85.2	- 2.1	-24.1	25.37	25.68
Rubber tires and goods.....	4	800	82.1	- 1.0	- 8.8	22,033	91.8	+19.5	-12.9	27.54	22.81

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT					PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Dec. 15, 1930	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Dec. 15, 1930	Index Numbers 1923-1925 = 100		Per cent change compared with Dec., 1930	Dec., 1930	Nov. 15, 1930	
			Dec., 1930	Per cent change compared with			Nov., 1930	Dec., 1929				
				Nov., 1930	Dec., 1929							
Paper and printing: (3) 30%	65	12,592	97.0	+ 0.1	— 6.1	395,648	101.8	+ 1.2	— 9.5	31.42	30.93	
Paper and wood pulp.....	12	3,350	81.1	— 2.3	— 9.5	87,543	78.9	+ 5.6	—16.6	26.13	24.20	
Paper boxes and bags.....	9	881	87.6	— 5.8	—22.7	14,552	98.8	— 5.0	—23.4	16.52	16.39	
Printing and publishing.....	44	8,361	103.7	+ 2.0	— 2.1	293,553	109.7	+ 0.7	— 6.1	35.11	35.13	
Anthracite coal mining <sup>2</sup> 50%.....	159	135,670	96.5	+ 1.9	—12.9	3,922,885	85.0	+ 2.2	—22.9	28.91	28.85	
Bituminous coal mining <sup>3</sup> 35%.....	387	62,016	86.4	— 1.0	— 9.1	1,286,892	70.6	— 4.1	—28.6	20.75	21.42	
Construction and contracting 5%.....	63	4,114	67.2	—19.6	—25.9	104,651	58.8	—10.1	—27.1	25.44	24.36	
Street railways 55%.....	5	13,352	78.9	— 1.5	—10.7	451,198	82.7	— 2.2	—12.3	33.79	34.04	
Retail trade 25%.....	70	32,310	113.6	+ 2.0	— 4.9	.....	.....	.....	.....	.....	.....	
Wholesale trade 12%.....	86	4,352	92.3	+ 0.9	— 6.5	.....	.....	.....	.....	.....	.....	

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

<sup>2</sup>Anthracite figures are from the Anthracite Bureau of Information.

<sup>3</sup>Bituminous figures are from the U. S. Bureau of Labor Statistics (chain index—January, 1929 = 100).



## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Dec. 15, 1930	Total Weekly Wages Week Ended Dec. 15, 1930	Total Weekly Employed Hours		Average Hourly Earnings Week Ended	
				Dec. 15, 1930	Nov. 15, 1930	Dec. 15, 1930	Nov. 15, 1930
ALL MANUFACTURING INDUSTRIES; (48).....	567	199,616	\$4,571,359	8,062,250	8,543,193	\$ .567	\$ .574
Metal products:	191	115,231	2,659,218	4,304,140	4,715,373	.618	.625
Blast furnaces.....	7	1,492	40,699	67,964	65,615	.599	.603
Steel works and rolling mills.....	34	59,430	1,366,516	2,181,586	2,326,083	.626	.637
Iron and steel forgings.....	8	1,221	30,414	51,789	53,887	.587	.551
Structural iron work.....	7	1,680	39,000	67,394	78,723	.579	.572
Steam and hot water heating appliances.....	13	2,636	66,957	114,343	122,283	.586	.584
Stoves and furnaces.....	3	128	2,628	4,199	4,859	.626	.650
Foundries.....	30	6,958	159,284	261,360	253,265	.609	.621
Machinery and parts.....	36	7,581	185,893	309,682	319,134	.600	.595
Electrical apparatus.....	19	27,232	624,284	998,849	1,233,778	.625	.633
Engines and pumps.....	10	2,585	58,309	92,864	91,880	.628	.630
Hardware and tools.....	14	3,713	71,630	129,924	141,678	.551	.558
Brass and bronze products.....	10	573	13,604	24,186	24,188	.562	.566
Transportation equipment:	28	14,412	327,675	520,469	535,659	.630	.641
Automobiles.....	5	2,600	49,861	82,626	56,185	.603	.691
Automobile bodies and parts.....	8	3,295	137,874	138,992	138,992	.607	.607
Locomotives and cars.....	7	3,161	58,613	100,291	116,122	.584	.591
Railroad repair shops.....	4	1,887	42,266	59,455	57,039	.711	.702
Shipbuilding.....	4	3,469	93,190	140,223	167,321	.665	.660
Textile products:	96	29,561	560,448	1,360,445	1,413,656	.412	.420
Cotton goods.....	9	993	19,078	44,363	44,044	.430	.420
Woolens and worsteds.....	8	1,425	29,833	63,203	66,746	.472	.456
Silk goods.....	33	14,048	238,185	660,057	640,551	.391	.384
Textile dyeing and finishing.....	7	752	11,901	23,953	29,809	.497	.489
Carpets and rugs.....	6	1,807	65,312	65,312	78,482	.489	.513
Hosiery.....	10	6,419	149,963	324,109	342,527	.463	.484
Knit goods, other.....	10	1,584	23,736	63,217	98,036	.375	.416
Men's clothing.....	3	1,481	4,258	4,258	4,551	.348	.348
Women's clothing.....	7	1,241	18,292	58,236	57,088	.314	.297
Shirts and furnishings.....	3	1,131	16,039	53,737	51,822	.298	.338

## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Dec. 15, 1930	Total Weekly Wages Week Ended Dec. 15, 1930	Total Weekly Employe Hours		Average Hourly Earnings Week Ended	
				Dec. 15, 1930	Nov. 15, 1930	Dec. 15, 1930	Nov. 15, 1930
Foods and tobacco:	56	8,983	\$ 200,222	443,432	444,250	\$ .452	\$ .451
Bread and bakery products.....	20	2,126	51,431	108,070	109,160	.476	.478
Confectionery.....	7	2,151	43,683	102,537	87,874	.426	.428
Ice cream.....	8	658	21,836	38,585	40,334	.566	.573
Meat packing.....	9	1,251	37,266	67,821	64,093	.549	.551
Cigars and tobacco.....	12	2,797	46,006	126,419	142,789	.364	.364
Stone, clay and glass products:	44	8,699	203,166	371,851	359,366	.546	.552
Brick, tile and pottery.....	21	2,448	44,003	90,455	102,816	.486	.482
Cement.....	10	3,710	94,990	179,612	157,596	.529	.552
Glass.....	13	2,541	64,173	101,784	98,954	.630	.640
Lumber products:	45	2,840	59,949	113,765	126,994	.527	.548
Lumber and planing mills.....	13	554	12,310	21,128	23,240	.583	.577
Furniture.....	28	1,835	39,235	75,250	85,254	.521	.559
Wooden boxes.....	4	451	8,404	17,387	18,500	.483	.468
Chemical products:	29	7,604	220,876	364,291	376,546	.606	.570
Chemicals and drugs.....	15	707	20,037	40,852	36,050	.490	.503
Paints and varnishes.....	9	1,240	30,477	54,897	53,688	.555	.554
Petroleum refining.....	5	5,657	170,362	268,542	286,808	.634	.582
Leather and rubber products:	31	5,033	116,612	234,134	235,034	.498	.490
Leather tanning.....	9	2,263	59,792	111,630	111,975	.536	.541
Shoes.....	12	1,415	20,043	57,773	62,337	.347	.339
Leather products, other.....	6	555	14,744	26,383	27,285	.559	.551
Rubber tires and goods.....	4	800	22,033	38,348	33,437	.575	.551
Paper and printing:	47	7,253	233,193	349,723	336,315	.638	.653
Paper and wood pulp.....	8	2,499	67,114	128,110	114,645	.524	.540
Paper boxes and bags.....	6	446	8,017	21,140	23,667	.379	.352
Printing and publishing.....	33	4,308	148,062	200,473	198,003	.739	.745
Construction and contracting.....	50	3,623	91,659	141,828	168,225	.646	.631

Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—CITY AREAS<sup>1</sup>

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Dec. 15, 1930	Index Numbers 1923-1925 = 100		Total Weekly Payroll Week Ended Dec. 15, 1930	Index Numbers 1923-1925 = 100		Week Ended	Nov. 15, 1930		
			Per cent change compared with			Per cent change compared with					
			Dec., 1930	Nov., 1930		Dec., 1930	Nov., 1930				
Allentown—Bethlehem—Easton.....	79	23,212	77.5	— 1.9	—15.4	\$572,760	69.6	+ 0.9	—25.6	\$24.68	\$24.01
Altoona.....	14	2,322	78.7	— 5.7	—12.2	46,602	74.6	— 2.9	—20.2	20.07	19.52
Erie.....	23	8,181	87.9	— 2.9	—22.4	201,428	76.4	— 2.9	—37.3	24.62	24.64
Harrisburg.....	36	10,006	86.5	— 2.1	—15.4	217,568	77.7	— 1.9	—26.1	21.74	21.70
Hazleton—Pottsville.....	20	3,236	68.0	—28.3	—35.5	61,979	64.0	—27.4	—43.1	19.15	18.92
Johnstown.....	15	6,613	63.1	—14.5	—31.0	176,663	49.0	—22.8	—42.4	26.71	29.63
Lancaster.....	29	4,969	76.8	— 0.5	— 9.3	102,144	70.3	— 5.5	—17.7	20.56	21.67
New Castle.....	11	4,750	65.9	— 1.5	—16.2	114,402	54.4	+ 1.1	—24.7	24.08	23.48
Philadelphia.....	252	82,743	83.5	— 6.5	—18.4	2,084,657	80.8	— 7.9	—28.4	25.19	25.54
Pittsburgh.....	88	66,505	73.2	— 1.7	—13.4	1,465,413	58.1	— 4.6	—28.8	22.03	22.68
Reading—Lebanon.....	63	22,391	87.2	— 2.6	—15.8	464,305	73.8	— 5.1	—35.8	20.74	21.31
Scranton.....	29	4,731	88.8	— 4.6	—10.6	79,013	81.0	— 0.7	—14.7	16.70	16.07
Sunbury.....	23	7,936	78.8	— 0.1	—13.4	158,550	74.4	— 0.9	—20.7	19.98	20.14
Wilkes-Barre.....	25	6,817	96.9	— 0.1	— 9.6	115,477	96.5	— 3.4	—17.1	16.94	17.52
Williamsport.....	25	4,102	69.3	+ 3.9	—19.5	77,332	58.9	+10.3	—29.5	18.85	17.80
York.....	49	6,162	94.2	— 0.9	— 3.1	117,529	85.1	— 1.6	—11.5	19.07	19.21

<sup>1</sup>Data compiled and published in conjunction with the Federal Bank of Philadelphia.

## ACCIDENTS IN INDUSTRY REACH LOWEST POINT SINCE 1921

The year 1930 takes its place in the chronicle of industrial accidents in Pennsylvania as being the second lowest accident year recorded in the fifteen year period, 1916-1930, for which comparative records of industrial accident experience are available, dating from the time the Workmen's Compensation Law became effective in Pennsylvania on January 1, 1916. Reports of 1,762 fatal accidents and 142,917 non-fatal accidents to workers in industry were received at the Bureau of Workmen's Compensation during the year 1930, the smallest total of fatal accidents in the history of the Workmen's Compensation Law and the smallest total of non-fatal injuries since the depression year of 1921 when totals of 1,924 fatal accidents and 138,273 non-fatal accidents were recorded. In December, 1930, reports of 131 fatal accidents and 10,055 non-fatal accidents were received, or the smallest total of accidents for any month since May, 1922, when work in the coal mining industries was suspended.

In comparison with the year 1929, the accident totals for 1930 show a reduction of 238, or 11.9 per cent, in fatal accidents and a reduction of 21,740, or 13.2 per cent, in non-fatal accidents. Unquestionably, the business depression of 1930 accounts in a large measure for the reduced totals of accidents in industry for the year, yet there is sufficient evidence to indicate a fair degree of progress in safety through accident prevention. The best available materials for the measurement of the extent of actual accident reduction are those for the manufacturing industry. Records of wage payment in the manufacturing industries of Pennsylvania which provide a reliable index of activity for that industry show that total wage payments in manufacturing for the year 1930 were approximately 15.1 per cent less than in 1929. There were 45,452 accidents reported from the manufacturing industries of Pennsylvania during 1930 as compared with a total of 60,510 accidents reported during 1929, a 24.9 per cent decrease. It is a reasonable inference that the 9.8 per cent decrease of accidents in manufacturing industries over and above that which is attributed to reduced operations in manufacturing plants as indicated by the wage payment data is a direct result of safety effort in the industry. Available indexes of business volume for industry groups other than manufacturing probably are not so reliable as those for the manufacturing industry because of a more limited percentage of the whole industry represented and to a lesser degree of technical refinement of the other indexes. Nevertheless, in order to present some indication of the relative decrease in accidents in comparison to the decrease in operations for other industries, the following table gives the percentage decrease in accidents in comparison to the percentage decrease in wage payments or employment in 1930, for all industries for which any measure of activity is available.

INDUSTRY	Percentage Increase or Decrease in Accidents in 1930	Percentage Decrease in Volume of Operations
Construction and contracting.....	+ 1.1	— 5.2*
Manufacturing.....	—24.9	—15.1*
Anthracite coal mining.....	— 5.5	— 7.6*
Bituminous coal mining.....	—13.0	—19.1*
Retail trade.....	+ 0.3	— 3.5**
Wholesale trade.....	—17.1	— 5.0**

\*Wage payments.

\*\*Employment.

This rough comparison of the accident experience for those industries for which some measure of the volume of activity, however inadequate, is available indicates a much more favorable accident experience for the manufacturing industry in 1930 than for any other industry. The construction and contracting industry notwithstanding a decrease of activity showed a slight gain in accidents. The same condition obtained for retail trade. The coal mining industries experienced accident reductions which apparently were due entirely to the reduced volume of operation. For both the anthracite and the bituminous industries, the reduction in operations as indicated by wage payments was greater than the percentage reduction in accidents. Wholesale trade showed a reduction in accidents nearly two and one-half times greater than its reduction in employment.

The exact determination of the relative reduction or increase of accidents, of course, can be made only on the basis of rates computed from records of man-hour exposure, but the possibilities of obtaining such records on anything like a state-wide basis seem nearly as remote as ever.

The accident figures for the three main divisions of industry in 1930 as compared with 1929 are shown in the following table:

#### ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

INDUSTRY	1930		1929		Per Cent Decrease 1930	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
General industrial.....	816	89,895	869	105,076	— 6.1	—14.4
Coal mining.....	808	45,817	926	50,674	—12.7	— 9.6
Transportation and public utilities....	138	7,205	205	8,907	—32.7	—19.1
TOTAL.....	1,762	142,917	2,000	161,657	—11.9	—13.2

#### INDUSTRY

Further classification of the 1930 record of accidents by industry shows decreased accident totals in 1930 as compared with 1929 for 21 of 29 industry groups. The 8 industries showing accident increases were construction, other than building construction; general contracting; automobile service stations;



miscellaneous manufacturing; transportation, other than railroads; retail trade; state and municipal; and the hotel and restaurant industry.

Accidents in the building industry were 22 per cent less than in 1929. The decrease for this industry was expected in view of the greatly reduced volume of building construction in the state during 1930. Accidents in construction, other than building construction, and in general contracting were considerably higher than in 1929. The large volume of road construction and other public works construction tended to increase the accident totals for these industries over those of last year.

Reduced accident totals were shown for each of the 15 manufacturing groups except automobile service stations and miscellaneous manufacturing. Accidents in all manufacturing industries showed a 9.3 per cent decrease in the fatal total and a 25.0 per cent decrease in non-fatal injuries. While nearly all the manufacturing groups showed reductions in total accidents, 9 of the 15 groups showed increased numbers of fatal accidents over 1929.

Reductions in both fatal and non-fatal accidents were shown for the coal mining industry. Fatal accidents in the anthracite industry were 9 per cent less than in 1929 and non-fatal accidents decreased nearly 6 per cent. The accident decreases in the bituminous industry were much larger than in the anthracite industry. Fatal accidents in bituminous coal mining dropped 17.4 per cent and non-fatal accidents were reduced 14.5 per cent. The coal mining accident record for 1930 was marked by the fortunate absence of any major mine disaster, such as the Kinlock mine disaster in 1929 which cost 46 lives, and the Mather disaster in 1928 in which 194 lives were lost.

Notwithstanding a year of considerable activity, the quarry industry experienced a comparatively safe year. The 1930 record of accidents for quarries shows a 50 per cent reduction of fatal accidents and a 10 per cent decrease in non-fatal injuries.

In the transportation and public utility group, railroads continued their remarkable achievements in accident reduction. Railroads reported 32 less fatal accidents in 1930 than in 1929, a 25 per cent decrease, and non-fatal injuries to railroad workers were reduced 27 per cent. Transportation industries, other than railroads, while showing a decrease in fatal accidents, showed a slightly increased total of non-fatal accidents over 1929. This gain, no doubt, was due to increased traffic in motor transit. Public utility companies also exhibited a considerable reduction of accidents for the year. Fatal accidents to public utility employes were reduced from 53 in 1929 to 28 in 1930, a 47 per cent decrease, and non-fatal accidents for this industry decreased more than 18 per cent.

Accidents in the trading industries for 1930 showed a 30 per cent increase in the fatal total and a 3 per cent reduction in the non-fatal classification. Fatal accidents in retail trade were 39 per cent higher than in 1929 and the total of

non-fatal accidents in retail trade was practically the same as last year. Wholesale trade reported 13 fatal accidents for each year, but effected a 17 per cent reduction in non-fatal accidents. The increase in fatalities for the retail industry, no doubt, was occasioned by the increasing number of such accidents in the delivery departments of mercantile establishments.

Accidents to employes of the state and local governments showed a 3.5 per cent decrease in the fatal total, but a 17.2 per cent increase in the total of non-fatal accidents.

The hotel and restaurant industry reported 5 deaths from accident in 1930 as compared with 2 in 1929, and the total of non-fatal injuries to hotel and restaurant employes increased nearly 17 per cent.

The increase or decrease of fatal and non-fatal accidents in 1930 as compared with 1929 for each industry is shown in the following table:

ACCIDENTS REPORTED DURING THE YEAR 1930 BY INDUSTRY

INDUSTRY	No. of Accidents		Per Cent Increase or Decrease over 1929	
	Fatal	Non- fatal	Fatal	Non- fatal
TOTAL OF ALL INDUSTRIES.....	1,762	142,917	— 11.9	—13.2
CONSTRUCTION AND CONTRACTING: (TOTAL)....	224	20,485	— 8.2	+ 1.2
Building construction.....	71	5,633	— 26.8	—22.1
Other construction.....	98	6,921	— 3.9	+13.0
Contracting.....	55	7,931	+ 22.2	+15.1
MANUFACTURING: (TOTAL).....	343	45,108	— 9.3	—25.0
Chemicals and allied products.....	44	2,194	+ 25.7	—18.3
Clay, glass and stone products.....	22	2,900	— 33.3	—35.2
Clothing.....	5	1,901	+ 25.0	—14.3
Food and kindred products.....	23	5,268	— 4.2	— 3.1
Leather, rubber and composition goods.....	9	1,295	+ 80.0	—14.9
Lumber, wood and their products.....	27	3,365	+ 50.0	—14.7
Paper and paper products and printing and publishing.....	16	2,041	+128.6	—17.1
Textiles.....	8	2,355	— 20.0	—19.8
Metals and metal products: (Total).....	182	22,577	— 23.2	—32.5
Blast furnaces and steel works.....	38	762	+ 2.7	—29.4
Rolling mills.....	34	3,763	— 49.3	—41.7
Foundries and machine shops.....	21	4,684	— 8.7	—31.7
Fabrication.....	52	8,592	— 33.3	—36.6
Car repair shops.....	27	1,762	+ 8.0	—42.5
Automobile service stations.....	10	2,614	+ 42.9	+ 8.2
Other.....	7	1,212	+ 40.0	+19.8
COAL MINING: (TOTAL).....	808	45,817	— 12.7	— 9.6
Anthracite coal mining.....	471	26,036	— 9.1	— 5.5
Bituminous coal mining.....	337	19,781	— 17.4	—14.5
QUARRYING AND MINING OTHER THAN COAL MINING.....	20	1,830	— 51.2	—10.0
TRANSPORTATION AND PUBLIC UTILITIES: (TOTAL).....	138	7,205	— 32.7	—19.1
Steam railroads.....	95	3,541	— 25.2	—27.1
Other transportation.....	15	1,936	— 40.0	+ 0.4
Public utilities.....	28	1,728	— 47.2	—18.4
TRADING: (TOTAL).....	70	9,165	+ 29.6	— 3.1
Retail.....	57	7,726	+ 39.0	+ 0.1
Wholesale.....	13	1,439	0.0	—17.3
STATE AND MUNICIPAL.....	83	4,909	— 3.5	+17.2
OTHER INDUSTRIES: (TOTAL).....	76	8,398	+ 15.2	—6.8
Hotels and restaurants.....	5	1,929	+150.0	+16.7
Miscellaneous.....	71	6,469	+ 10.9	—12.1

## CAUSE

An analysis of the accident data for 1930 according to cause classifications discloses some interesting facts concerning the relative frequency and predominance of certain types of accidents which result in the injury and all too frequently in death of workers in industry.

Five types of accidents, namely, car and engine, motor vehicle, explosions, falling objects, and persons falling, accounted for 1,298, or for nearly three-fourths of the total of 1,762 fatalities in industry during the year. Falling objects were the chief cause of fatal injuries to workers during 1930 with 540, or 30 per cent of total deaths from all causes. The large majority of these deaths, 86 per cent, resulted from falling objects in or about coal mines, 263 in the anthracite industry and 203 in bituminous. While the danger of fatal injury from falling objects is a hazard encountered primarily in the coal mining industries, its importance in other industries should not be disregarded. Thirty-five workers in the construction industry were killed by falling objects during 1930; 22 in the manufacturing industries, principally in metals, in glass and stone, and in lumber; 7 in public employment, and 6 in quarries.

Cars and engines claimed the second highest total in lives of workers in 1930 with a count of 242, or 14 per cent, of total deaths from all causes. Cars and engines continue to kill more mine workers than railroaders. One hundred twenty-seven were killed by cars or engines in and about mine workings during 1930, and yet only 76 employes of steam railroads met a similar fate. Railroad safety has made great strides in recent years, and while circumstances of transportation differ widely in the coal mining and in steam railroad industries, the safety principles so successfully applied in the latter industry might merit some attention in an attempt to solve the problem of transportation safety in the coal industries.

One hundred ninety-three workers were killed by falls during 1930, the third highest cause. The danger of injury from a fall is ever present and is a type of injury common to all employments as is demonstrated by the fact that a record of fatal injury from falls is shown for each of the 29 industry groups covered in the report with the sole exception of the "other" manufacturing group. Seventy-seven construction workers were killed in falls, 54 workers in manufacturing, 16 in coal mining, 3 in quarrying, 7 in transportation, 6 in public utilities, 3 in hotels and restaurants, 7 in trade, 8 in public employment, and 12 engaged in miscellaneous occupations. The injunction of the safety adage, "Watch your step," apparently is quite generally disregarded.

Explosive substances were responsible for the deaths of 162 workers in industry during 1930, ranking as the fourth highest cause of industrial fatalities. As in the case of deaths from falling objects, fatal injuries due to the use of explosive substances are confined largely to the coal mining industries, particularly

the anthracite industry. One hundred five, or 65 per cent, of the 162 deaths involving explosions of blasting powders or gas occurred in the coal mining industries, 95 in anthracite and 10 in bituminous mines. Deaths from explosives in other industries were as follows: manufacturing, 34; construction and contracting, 10; quarrying, 4; trade, 4; public utilities, 3; and transportation, state and municipal, and miscellaneous, one each. The total of 34 deaths from explosions for the manufacturing group includes the total of 10 deaths involved in the disaster at the fireworks plant at Devon last April which increased the deaths from this cause in manufacturing considerably. Reference to this fireworks plant disaster forces a comment on the enigmatic attitude of public interest in industrial safety. Because of the spectacular nature of the explosion at the fireworks plant, the accident was a seven-days' feature of nation-wide public interest, and yet however unfortunate and distressing the accident and its effects were, it involved the deaths of but 10 workers. The grim picture of 105 deaths from explosions in coal mines, which amount to nearly the same thing as the reenactment of the Devon disaster at the mouth of some mine shaft almost monthly, stir up very little if any public interest or concern.

The dangers attendant upon the careless handling of dynamite and other explosives are deeply rooted in the public consciousness and as a result these materials are handled very gingerly by the average person, and their transportation and use is carefully guarded and regulated by law and by custom. Would that a similar public consciousness were instilled concerning the careless handling of motor vehicles, because they have become an equally prevalent agent of death to industrial workers as explosives. One hundred sixty-one workers were killed by motor vehicles during 1930, the fifth highest cause of industrial fatalities. Workers in few industries, even while engaged at the ordinary duties of their occupations, are immune from the danger of death or injury from motor vehicles. The 161 motor fatalities were classified industrially as follows: construction and contracting, 29; manufacturing, 32; coal mining, 3; transportation other than railroad, 3; public utilities, 5; trade, 28; state and municipal, 34; and miscellaneous industries, 25.

This covers the record of fatalities by industry for each of the five principal causes of industrial deaths which contributed a combined total of 1,298 fatalities, or 75 per cent of the deaths from all causes. In the classification of causes of non-fatal injuries to workers, handling objects, falling objects, falls of persons, hand tools, and machinery, in the order named, were the principal means of injury to workers, and accounted for 68 per cent of the injuries resulting from all causes.



In order to show the changes in the relative predominance of the various causes of fatal and non-fatal injuries to industrial workers during 1930 as compared with 1929, the following table gives the percentage distribution of fatal and non-fatal accidents over the various cause groups for 1930 as compared with 1929.

PER CENT DISTRIBUTION OF FATAL AND NON-FATAL ACCIDENTS REPORTED DURING THE YEARS 1929 AND 1930

CAUSE	Per Cent Distribution of Accidents			
	Fatal		Non-fatal	
	1930	1929	1930	1929
TOTAL NUMBER.....	1,762	2,000	142,917	164,657
TOTAL PER CENT.....	100.0	100.0	100.0	100.0
Working machinery.....	3.0	3.2	7.2	8.2
Boilers and pressure apparatus.....	0.9	0.7	0.1	0.2
Pumps and prime movers.....	0.1	0.5	0.3	0.2
Transmission apparatus.....	0.6	0.3	0.1	0.1
Elevators and hoists.....	1.8	2.0	0.6	0.6
Cranes and derricks.....	3.6	4.1	1.6	1.9
Cars and engines.....	13.7	17.6	6.4	6.8
Motor vehicles.....	9.1	7.5	4.7	4.5
Other vehicles.....	0.5	1.1	0.6	0.7
Hand trucks.....	0.2	0.3	1.2	1.4
Water and air craft.....	0.6	0.7	0.0 <sup>1</sup>	0.0 <sup>1</sup>
Handling objects—by hand.....	2.8	2.6	21.6	21.4
Hand tools.....	0.8	1.4	9.6	9.5
Electricity.....	3.9	4.1	0.6	0.6
Explosive substances.....	9.2	9.5	1.4	1.2
Hot and corrosive substances.....	2.4	1.6	3.3	3.5
Falling objects.....	30.6	28.9	15.2	15.1
Falls of persons.....	10.9	10.5	15.0	13.6
Stepping upon or striking against objects.....	0.9	0.8	6.0	6.2
Miscellaneous.....	4.4	2.6	4.5	4.3

<sup>1</sup>Less than one-tenth of one per cent.

## COMPENSATION

Agreements for the payment of compensation were approved during December, 1930, in 6,335 cases involving the payment of \$1,097,081 to injured workers or to the dependents of those killed. During the year 1930, compensation payments were authorized, either by the approval of agreements or by awards in contested cases, in a total of 85,358 cases. This is 2,951 less than the number of accidents compensated in 1929, a decrease of 3.3 per cent. The agreements and awards for 1930 obligated the payment by insurance companies and self-insurers of \$15,654,583, a decrease of \$657,494, or 4.0 per cent, as compared with the total for 1929. During the 15 years, 1916-1930, during which the Workmen's Compensation Law has been in effect in Pennsylvania, compensation payments have been authorized in a total of 1,098,075 cases involving the payment of \$182,250,580 in compensation benefits. This total does not include the costs of medical, surgical, and hospital service of which no report is made to the Department. The direct payments to the injured workers or to their dependents have averaged \$12,150,038 annually. The boon of compensation legislation to



industrial workers and its widespread application is realized when it is shown that during the 15-year period that the law has been in effect, 1,098,075 workers or their families have been beneficiaries of the system or in the ratio of approximately one beneficiary for every 3.4 of working population.

Fatal cases compensated during 1930 numbered 1,677, or 6.7 per cent less than the total in 1929. This reduction is expected in view of the reduction of fatal accidents for the year. The difference between the number of fatal accidents reported and the number of fatal cases compensated is due to settlement in Federal Courts of Interstate Commerce cases and to other cases compensated under the provisions of the Federal Employees' Compensation Law and the Longshoremen's and Harborworkers' Compensation Law.

There were 3,411 permanent disability cases compensated in 1930 as compared with 3,558 cases in 1929, a 4.1 per cent decrease. Decreases were shown for all classes of permanent injury except leg losses and facial disfigurement which showed increases of 22.1 per cent and 29.9 per cent respectively.

Compensation payments were authorized during 1930 in 80,270 cases in which disability from accident lasted more than 7 days. This is a decrease of 3.2 per cent in comparison to the number of disabilities compensated during 1929. The average length of disability involved in the temporary disability cases compensated in 1930 was somewhat higher than for the 1929 cases, averaging 42.2 days for the cases compensated in 1930 as compared with an average of 41.2 days for the 1929 cases, a 2.4 per cent increase in severity of injury.

The reiteration of a statement made a year ago seems warranted. The elimination of industrial wastes in a period of highly competitive industrial enterprise is a vital factor in the realization of profit from industrial operation. Has due attention been given to the waste through accidents? Payments of compensation benefits in Pennsylvania during 1930 totaled \$15,654,583. Compensation actuaries agree that the cost of accidents as represented by direct compensation payments to injured workers or their dependents comprise only one-fifth of the total accident cost. If this be true, then the total industrial accident cost in Pennsylvania for 1930 was \$78,273,000. Is an annual industrial accident bill of nearly \$80,000,000 to pass unchallenged as an irreducible item of waste by the industrialists of Pennsylvania?

## HONOR ROLL OF COUNTIES PREEMINENT IN INDUSTRIAL SAFETY FOR 1930

The five counties listed below have shown reductions in industrial accidents (i. e., exclusive of accidents in the coal mining, and transportation and public

utility industries) for each of the twelve months in 1930 and thereby qualify for places on the County Honor Roll of Industrial Safety for 1930.

ERIE  
PHILADELPHIA  
VENANGO  
WESTMORELAND  
YORK

In addition to these five counties, eight other counties showed accident reductions for eleven of the twelve months of the year and accordingly are deserving of honorable mention in this connection. These counties which showed accident reductions for eleven of the twelve months in 1930 are Allegheny, Berks, Crawford, Elk, Luzerne, Mercer, Montgomery, and Montour. Luzerne County had a perfect record until December and then its record was spoiled by an 18 per cent increase of accidents for that month.

#### LIST OF COUNTIES CITED FOR MERITORIOUS SAFETY EFFORT IN 1930

In addition to the County Honor Roll of Industrial Safety, a list of counties deserving of commendation for meritorious safety effort during the year is herewith published. Eligibility for the list is determined by the degree of accident reduction shown for 1930 as compared with 1929. Only those counties having had a reduction of accidents in 1930 of 10 per cent or more as compared with 1929 are listed. These 34 counties are:

Adams	Dauphin	Montgomery
Allegheny	Elk	Montour
Beaver	Erie	Northumberland
Berks	Franklin	Philadelphia
Blair	Huntingdon	Schuylkill
Bradford	Indiana	Venango
Butler	Lawrence	Warren
Cameron	Lebanon	Washington
Chester	Lehigh	Westmoreland
Clarion	Luzerne	York
Crawford	McKean	
Cumberland	Mercer	

# **FORTY-EIGHT COUNTIES SHOW ACCIDENT REDUCTION FOR DECEMBER, 1930**

The goal of accident reduction strived for in this column during 1930, namely, at least one month which would show an accident reduction for every county, was not reached. Nevertheless, the record was fairly satisfactory in that a majority of counties showed accident reductions for each month of the year except in January, when a majority of the counties reported accident increases. The best record for any month of the year was for November when 52 of the 67 counties reported decreased accident totals as compared with November, 1929.

This table gives the record of accidents reported to the Bureau of Workmen's Compensation from industries other than coal mining and transportation and public utilities.

COUNTY <sup>1</sup>	December, 1930			December, 1929			Per cent Increase or Decrease
	Fatal	Non-fatal <sup>2</sup>	Total	Fatal	Non-fatal <sup>2</sup>	Total	
Adams.....	..	25	25	..	14	14	+78.6
Allegheny.....	17	971	988	11	1,364	1,375	-28.2
Armstrong.....	..	54	54	..	54	54	.....
Beaver.....	1	122	123	3	155	158	-22.2
Bedford.....	1	11	12	1	17	18	-33.3
Berks.....	1	152	153	..	272	272	-43.7
Blair.....	..	53	53	1	81	82	-35.4
Bradford.....	1	20	21	1	26	27	-22.2
Bucks.....	..	45	45	2	63	65	-30.8
Butler.....	..	31	31	1	57	58	-46.6
Cambria.....	3	65	68	1	86	87	-21.8
Cameron.....	..	4	4	..	5	5	- *
Carbon.....	..	15	15	2	20	22	-31.8
Centre.....	..	39	39	1	25	26	+50.0
Chester.....	..	83	83	..	101	101	-17.8
Clarion.....	..	12	12	1	13	14	-14.3
Clearfield.....	..	36	36	..	54	54	-33.3
Clinton.....	1	37	38	..	33	33	+15.2
Columbia.....	2	24	26	..	24	24	+ 8.3
Crawford.....	..	38	38	..	65	65	-41.5
Cumberland.....	..	30	30	2	50	52	-42.3
Dauphin.....	2	127	129	3	177	180	-28.3
Delaware.....	2	194	196	2	225	227	-13.7
Elk.....	..	39	39	1	52	53	-26.4
Eric.....	..	123	123	2	175	177	-30.5
Fayette.....	..	75	75	..	82	82	- 8.5
Forest.....	..	6	6	..	4	4	+ *
Franklin.....	..	43	43	..	45	45	- 4.4
Fulton.....	..	2	2	..	3	3	- *
Greene.....	..	6	6	1	11	12	- *
Huntingdon.....	..	18	18	1	18	19	- 5.3
Indiana.....	1	17	18	..	32	32	-43.7
Jefferson.....	..	28	28	1	20	21	+33.3
Juniata.....	..	3	3	..	5	5	- *
Lackawanna.....	1	107	108	1	139	140	-22.9
Lancaster.....	4	145	149	2	162	164	- 9.1
Lawrence.....	..	46	46	1	52	53	-13.2
Lebanon.....	2	40	42	..	40	40	+ 5.0
Leligh.....	..	114	114	1	131	132	-13.6
Luzerne.....	..	187	187	1	157	158	+18.4
Lycoming.....	..	74	74	..	97	97	-23.7
McKean.....	..	78	78	2	136	138	-43.5
Mercer.....	..	30	30	..	57	57	-47.4
Mifflin.....	..	36	36	..	23	23	+56.5
Monroe.....	1	22	23	..	25	25	- 8.0
Montgomery.....	2	178	180	2	218	220	-18.2
Montour.....	..	6	6	..	17	17	- *
Northampton.....	1	132	133	2	141	143	- 7.0
Northumberland.....	1	52	53	1	78	79	-32.9
Perry.....	..	8	8	..	4	4	+ *
Philadelphia.....	6	1,321	1,327	8	1,586	1,594	-16.7
Pike.....	..	11	11	..	7	7	+ *
Potter.....	..	12	12	..	8	8	+ *
Schuylkill.....	1	125	126	3	99	102	+23.5
Snyder.....	..	10	10	1	5	6	+ *
Somerset.....	1	39	40	..	25	25	+60.0
Sullivan.....	..	2	2	..	6	6	- *
Susquehanna.....	..	15	15	..	11	11	+36.4
Tioga.....	..	23	23	..	24	24	- 4.2
Union.....	..	6	6	..	7	7	- *
Venango.....	1	42	43	2	50	52	-17.3
Warren.....	1	31	32	..	60	60	-46.7
Washington.....	1	81	82	..	101	101	-18.8
Wayne.....	..	23	23	..	14	14	+64.3
Westmoreland.....	2	130	132	2	208	210	-37.1
Wyoming.....	1	16	17	1	4	4	+ *
York.....	1	122	123	1	144	145	-15.2
Out of State.....	1	31	32	1	25	26	+23.1
TOTALS.....	60	5,843	5,903	69	7,289	7,358	-19.8

<sup>1</sup>Counties showing an increase in the total number of accidents are printed in red.

<sup>2</sup>Accidents resulting in disability lasting two or more days.

<sup>\*</sup>Percentage increase or decrease in accidents for those counties reporting less than ten accidents in each year is not computed.

# **FORTY-FIVE OF SIXTY-SEVEN COUNTIES SHOW ACCIDENT REDUCTION FOR THE YEAR 1930**

The honor of having effected the largest percentage decrease of accidents during 1930 in comparison with 1929 goes to Crawford County. Accidents in Crawford County were reduced from a total of 1,155 in 1929 to 700 in 1930, a 39.4 per cent decrease. The second largest percentage decrease of accidents for 1930 is shown for Montour County, a reduction from 220 accidents in 1929 to 143 accidents in 1930, a 35.0 per cent decrease. The third largest percentage decrease of accidents is shown for Mercer County, with a reduction from 1,047 in 1929 to 710 in 1930, a 32.2 per cent decrease. The doubtful distinction of showing the largest percentage increase of accidents in 1930 goes to Wyoming County where industrial accidents increased from a total of 67 in 1929 to a total of 133 in 1930, nearly a 100 per cent increase.

This table gives the record of accidents reported to the Bureau of Workmen's Compensation from industries other than coal mining and transportation and public utilities.

COUNTY <sup>1</sup>	12 Months, 1930			12 Months, 1929			Per cent Increase or Decrease
	Fatal	Non-fatal <sup>2</sup>	Total	Fatal	Non-fatal <sup>2</sup>	Total	
Adams.....	3	275	278	..	333	333	-16.5
Allegheny.....	146	15,742	15,888	189	19,172	19,361	-17.9
Armstrong.....	8	912	920	10	987	997	- 7.7
Beaver.....	29	1,937	1,966	33	2,439	2,472	-20.5
Bedford.....	2	273	275	4	249	253	+ 8.7
Berks.....	17	2,932	2,949	10	3,862	3,872	-23.8
Blair.....	9	956	965	6	1,190	1,196	-19.3
Bradford.....	4	356	360	3	454	457	-21.2
Bucks.....	2	749	751	9	731	740	+ 1.5
Butler.....	8	610	618	4	903	907	-31.9
Cambria.....	22	976	998	12	985	997	+ 0.1
Cameron.....	..	54	54	..	65	65	-16.9
Carbon.....	5	280	285	2	300	302	- 5.6
Centre.....	3	553	556	3	429	432	+28.7
Chester.....	17	1,271	1,288	11	1,485	1,496	-13.9
Clarion.....	2	242	244	2	288	290	-15.9
Clearfield.....	6	669	675	6	705	711	- 5.1
Clinton.....	4	445	449	4	424	428	+ 4.9
Columbia.....	4	310	314	4	302	306	+ 2.6
Crawford.....	1	699	700	7	1,148	1,155	-39.4
Cumberland.....	5	644	649	5	742	747	-13.1
Dauphin.....	23	2,010	2,033	23	2,260	2,283	-11.0
Delaware.....	26	3,039	3,065	21	2,633	2,654	+15.1
Elk.....	4	465	469	3	580	583	-19.6
Erie.....	16	2,178	2,194	17	2,968	2,985	-26.5
Fayette.....	6	1,060	1,066	8	988	996	+ 7.0
Forest.....	..	100	100	1	75	76	+31.6
Franklin.....	3	630	633	2	755	757	-16.4
Fulton.....	1	75	76	1	70	71	+ 7.0
Greene.....	2	240	242	4	233	237	+ 2.1
Huntingdon.....	3	369	372	2	415	417	-10.8
Indiana.....	3	463	466	5	582	587	-20.6
Jefferson.....	1	396	397	5	354	359	+10.6
Juniata.....	..	81	81	1	87	88	- 7.8
Lackawanna.....	9	1,454	1,463	9	1,535	1,544	- 5.2
Lancaster.....	26	2,099	2,125	15	2,148	2,163	- 1.7
Lawrence.....	9	824	833	8	946	954	-12.7
Lebanon.....	9	707	716	5	848	853	-16.1
Leligh.....	18	1,438	1,456	22	1,812	1,834	-21.2
Luzerne.....	25	2,165	2,190	28	2,511	2,539	-13.7
Lycoming.....	5	1,147	1,152	11	1,230	1,241	- 7.2
McKean.....	10	1,545	1,555	11	1,791	1,802	-13.7
Mercer.....	10	700	710	5	1,042	1,047	-32.2
Mifflin.....	4	508	512	8	447	455	+12.5
Monroe.....	4	389	393	3	344	347	+13.3
Montgomery.....	19	2,639	2,658	26	3,357	3,383	-21.4
Montour.....	..	143	143	2	218	220	-35.0
Northampton.....	21	1,817	1,838	22	1,953	1,975	- 6.9
Northumberland.....	5	886	891	7	1,020	1,027	-13.2
Perry.....	1	132	133	1	112	113	+17.7
Philadelphia.....	163	19,217	19,380	179	22,841	23,020	-15.8
Pike.....	1	92	93	..	74	74	+25.7
Potter.....	2	196	198	2	156	158	+25.3
Schuylkill.....	20	1,277	1,297	17	1,438	1,455	-10.9
Snyder.....	1	109	110	3	85	88	+25.0
Somerset.....	2	396	398	2	386	388	+ 2.6
Sullivan.....	..	99	99	..	62	62	+59.7
Susquehanna.....	2	175	177	4	174	178	- 0.6
Tioga.....	3	393	396	3	359	362	+ 9.4
Union.....	2	94	96	..	99	99	- 3.0
Venango.....	4	615	619	8	836	844	-26.7
Warren.....	9	659	668	4	793	797	-16.2
Washington.....	10	1,328	1,338	12	1,650	1,662	-19.4
Wayne.....	1	258	259	2	279	281	- 7.8
Westmoreland.....	14	2,168	2,182	20	3,080	3,100	-29.6
Wyoming.....	3	130	133	..	67	67	+98.5
York.....	6	1,682	1,688	7	1,969	1,976	-14.6
Out of State <sup>3</sup> .....	13	423	436	6	221	227	.....
TOTALS.....	816	89,895	90,711	869	105,076	105,945	-14.4

<sup>1</sup>Counties showing an increase in the total number of accidents are printed in red.

<sup>2</sup>Accidents resulting in disability lasting two or more days.

<sup>3</sup>By amendment to Compensation Law, effective April 29, 1929, accidents to employes of Pennsylvania concerns temporarily engaged in work in another State are compensable under the Pennsylvania law.



## RATES OF INDUSTRIAL ACCIDENT FREQUENCY IN 1930, BY COUNTY

The following table gives a record of the approximate frequency of industrial accidents in the various counties based on estimated totals of working population by county. The comparative rank of the various counties as determined by their relative degree of low accident frequency also is given.

The presentation of these data is made with considerable misgivings. It is fully recognized that a thoroughly accurate and representative rate of accident frequency should be based on the volume of employe-hour exposure to accident. However desirable it might be to have accident frequency rates for the various counties based on such exposure records, the essential exposure records on an employe-hour basis not only are unavailable, but even accurate and complete records of total industrial working population in the various counties are unavailable. The working population figures upon which the frequency rates here presented are based were estimated from total population figures published by the United States Census Bureau for the year 1930, to which the ratio of working population to total population as established by the census figures for 1920 were applied. How accurate or how significant the resulting accident frequency rates based on these estimated totals of working population are, cannot be verified, but they at least represent the best attempt at an industrial accident frequency rate by county classification that can be made from existing data. As such they are herewith presented for whatever they may be worth.

There has been such an insistent demand for some sort of a comparative measure of accident frequency in the various counties, that it has been decided to digress from the usual policy of presenting only data believed to be facts to that of presenting, in this table, data which are known to be at best rough approximations. The accident rates here presented represent rates determined by the simple formula of taking the total number of accidents reported to the Department of Labor and Industry from all industries in a given county, multiplying by a thousand, and dividing by the estimated number of occupied persons residing in that county. The *accident* figures represent totals of accidents reported from all industries, excluding agriculture, casual employment, and domestic service; while the *employment* figures represent estimated totals of occupied persons in all industries, since data which would permit the exclusion of agricultural workers, casual workers, and domestics, are not available. The resulting rates give an unduly favorable aspect to the rates for counties which are highly agricultural, and relatively give a somewhat unfavorable aspect to the rates for those counties which are highly industrial. As between counties of similar agricultural or industrial complexion, the rates should have a fair degree of comparability.



The Department will welcome comments from readers expressing opinions as to the value or utility of accident rates computed in accordance with the procedure herein outlined. If figures of total working population as determined by the census of 1930 were available for this purpose, the resulting rates might be more significant, but even then the resulting rates would be of doubtful value since the United States Census Bureau does not publish the number of occupied persons in the various counties, and it is necessary in estimating the working population for the various counties to apply the ratio of working to total population as established for the state at large.

## RATES OF INDUSTRIAL ACCIDENT FREQUENCY IN 1930, BY COUNTY

COUNTY	Industrial Accident Rate Per 1,000 Employees	Comparative Rank
Entire State (67 Counties).....	39.31	..
Adams.....	20.70	8
Allegheny.....	38.55	43
Armstrong.....	50.58	58
Beaver.....	37.92	41
Bedford.....	25.17	13
Berks.....	36.37	38
Blair.....	19.85	6
Bradford.....	21.52	9
Bucks.....	22.75	10
Butler.....	30.72	29
Cambria.....	55.87	61
Cameron.....	29.22	24
Carbon.....	38.69	45
Centre.....	42.65	52
Chester.....	28.37	20
Clarion.....	40.42	48
Clearfield.....	39.16	46
Clinton.....	41.03	50
Columbia.....	31.36	32
Crawford.....	31.21	30
Cumberland.....	28.28	19
Dauphin.....	40.54	49
Delaware.....	32.74	34
Elk.....	47.37	56
Erie.....	34.73	36
Fayette.....	47.05	55
Forest.....	44.31	54
Franklin.....	25.88	15
Fulton.....	25.86	14
Greene.....	55.37	60
Huntingdon.....	32.80	35
Indiana.....	50.07	57
Jefferson.....	36.64	40
Juniata.....	15.06	1
Lackawanna.....	72.01	64
Lancaster.....	30.16	27
Lawrence.....	24.74	12
Lebanon.....	29.52	25
Lehigh.....	24.22	11
Luzerne.....	78.51	67
Lycoming.....	36.39	39
McKean.....	77.50	66
Mercer.....	20.38	7
Mifflin.....	35.16	37
Monroe.....	38.60	44
Montgomery.....	29.61	26
Montour.....	26.35	17
Northampton.....	30.65	28
Northumberland.....	64.68	63
Perry.....	17.24	4
Philadelphia.....	28.54	21
Pike.....	31.82	33
Potter.....	31.25	31
Schuylkill.....	76.05	65
Snyder.....	15.56	2
Somerset.....	61.33	62
Sullivan.....	41.46	51
Susquehanna.....	19.04	5
Tioga.....	38.00	42
Union.....	15.73	3
Venango.....	28.82	23
Warren.....	43.37	53
Washington.....	52.57	59
Wayne.....	28.76	22
Westmoreland.....	39.93	47
Wyoming.....	25.97	16
York.....	28.00	18

# ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

## ACCIDENT REPORTS RECEIVED

55

1930	Total			General Industrial		Coal Mining		Transportation and Public Utilities	
	Total	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
TOTAL—1930.....	144,679	1,762	142,917	816	89,895	808	45,817	138	7,205
January.....	14,287	180	14,107	84	8,678	79	4,591	17	838
February.....	12,069	155	11,914	62	7,214	82	4,111	11	589
March.....	12,204	115	12,089	55	7,460	55	3,932	5	697
April.....	11,476	167	11,309	89	7,548	61	3,217	17	544
May.....	12,184	125	12,059	50	7,849	66	3,650	9	560
June.....	12,010	139	11,871	67	7,631	61	3,633	11	607
July.....	12,237	171	12,066	80	7,834	79	3,670	12	562
August.....	12,530	150	12,380	70	8,125	66	3,654	14	601
September.....	11,956	166	11,790	83	7,431	72	3,791	11	568
October.....	13,174	126	13,048	53	8,067	65	4,357	8	624
November.....	10,366	137	10,229	63	6,215	62	3,489	12	525
December.....	10,186	131	10,055	60	5,843	60	3,722	11	490
TOTAL—1929.....	166,657	2,000	164,657	869	105,076	926	50,674	205	8,907
GRAND TOTAL <sup>1</sup> .....	2,641,645	34,682	2,606,963	14,866	1,650,315	14,642	736,281	5,174	220,367

<sup>1</sup>Since the inception of the Act—January 1, 1916.

AGREEMENTS APPROVED BY THE BUREAU OF WORKMEN'S COMPENSATION

1930	Total	Fatal	Permanent Disability	Temporary Disability
TOTAL—1930.....	85,358	1,677	3,411	80,270
January.....	8,000	162	248	7,590
February.....	7,156	114	233	6,809
March.....	7,998	198	280	7,520
April.....	8,318	139	324	7,855
May.....	6,656	126	290	6,240
June.....	7,463	147	263	7,053
July.....	6,363	152	329	5,882
August.....	6,506	119	246	6,141
September.....	7,254	137	304	6,813
October.....	7,301	144	374	6,783
November.....	6,008	126	232	5,650
December.....	6,335	113	288	5,934
TOTAL—1929.....	88,309	1,798	3,558	82,953
GRAND TOTAL <sup>1</sup> .....	1,098,075	29,058	34,267	1,034,750

<sup>1</sup>Since the inception of the Act—January 1, 1916.

## COMPENSATION AWARDED AND PAID

1930	AWARDED				PAID			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
TOTAL—1930.....	\$ 15,654,583	\$ 5,863,056	\$ 3,883,623	\$ 5,907,904	\$ 14,104,402	\$ 4,122,643	\$ 4,073,855	\$ 5,907,904
January.....	1,313,354	549,748	212,696	550,910	1,222,186	358,901	312,375	550,910
February.....	1,143,369	393,785	232,347	517,237	1,110,517	300,269	293,011	517,237
March.....	1,570,629	697,143	317,810	555,676	1,325,081	427,807	341,598	555,676
April.....	1,446,518	461,113	384,007	601,398	1,331,161	354,756	375,007	601,398
May.....	1,251,083	455,811	326,724	468,548	1,033,597	275,480	289,569	468,548
June.....	1,363,363	480,819	286,351	596,193	1,189,299	304,279	288,827	596,193
July.....	1,375,951	482,374	434,917	458,660	1,053,297	345,652	248,985	458,660
August.....	1,249,141	500,816	300,959	447,366	954,395	215,138	291,891	447,366
September.....	1,273,836	479,190	340,344	454,302	1,282,211	368,426	459,483	454,302
October.....	1,500,259	558,869	467,007	474,383	1,325,699	415,877	435,439	474,383
November.....	1,069,999	434,963	246,133	388,903	1,140,630	411,745	339,982	388,903
December.....	1,097,081	368,425	334,328	394,328	1,136,329	344,313	397,688	394,328
TOTAL—1929.....	\$ 16,312,077	\$ 6,317,700	\$ 3,906,550	\$ 6,087,827	\$ 13,362,393	\$ 3,773,219	\$ 3,501,347	\$ 6,087,827
GRAND TOTAL..	\$182,250,580	\$83,849,184	\$39,237,378	\$59,164,018	\$133,782,110	\$40,461,341	\$34,156,751	\$59,164,018

<sup>1</sup>Since the inception of the Act—January 1, 1916.



COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION  
PERMANENT INJURIES<sup>2</sup>

	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
1930										
TOTAL—1930.....	116	\$ 330,911	90	\$ 256,492	194	\$ 467,174	146	\$ 307,347	488	\$ 889,015
January.....	5	12,544	5	13,252	10	23,898	8	15,382	31	55,800
February.....	5	15,742	6	18,817	14	33,998	13	29,387	30	49,267
March.....	10	27,800	15	43,211	24	58,804	7	12,556	35	66,502
April.....	10	27,765	4	9,052	18	45,546	17	37,391	39	70,312
May.....	6	17,869	6	16,739	15	36,288	14	28,046	45	81,713
June.....	8	21,726	10	29,235	19	46,857	10	21,600	48	86,821
July.....	14	42,666	8	25,094	25	58,707	19	39,427	52	98,751
August.....	13	38,578	5	13,847	13	31,816	16	32,218	32	62,708
September.....	19	52,525	4	9,635	12	28,208	8	17,290	52	92,197
October.....	12	34,852	14	40,524	18	44,130	12	26,516	67	127,509
November.....	9	24,192	5	14,949	16	35,458	11	23,682	23	37,575
December.....	5	14,652	8	22,137	10	23,464	11	23,852	34	59,860
TOTAL—1929.....	95	\$ 261,647	78	\$ 222,828	218	\$ 512,707	152	\$ 311,237	565	\$ 1,023,074
GRAND TOTAL.....	1,586	\$3,663,258	1,133	\$2,644,795	3,476	\$6,627,239	2,196	\$3,800,810	8,619	\$12,541,673

<sup>1</sup>Since the inception of the Act—January 1, 1916.<sup>2</sup>Multiple losses separated respectively.

PERMANENT INJURIES<sup>2</sup>—(Concluded)

1930	Loss of Fingers		Loss of Phalanges		Facial Disfigurement		Miscellaneous			
							Per. Total Dis.		Per. Par. Dis. <sup>3</sup>	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—1930.....	1,467	\$ 607,043	1,107	\$ 254,329	178	\$ 79,179	92	\$ 474,318	87	\$217,815
January.....	110	47,188	94	22,661	16	6,264	3	15,707	..	.....
February.....	109	46,327	75	16,816	11	4,426	4	17,567	..	.....
March.....	119	47,961	95	23,146	17	11,355	5	26,475	..	.....
April.....	148	60,611	115	25,821	14	5,687	20	101,822	..	.....
May.....	160	66,725	90	20,155	14	10,603	8	48,586	..	.....
June.....	99	38,174	111	25,907	9	4,400	3	11,631	..	.....
July.....	131	55,233	94	21,239	13	7,641	6	33,306	18	52,853
August.....	93	39,878	70	14,378	14	4,764	3	18,348	18	44,424
September.....	122	47,257	86	20,128	21	7,942	8	40,997	11	24,165
October.....	146	59,977	119	28,005	26	7,753	10	56,316	19	41,425
November.....	97	40,587	67	14,707	12	4,809	5	23,462	10	26,712
December.....	133	57,125	91	21,366	11	3,535	17	80,101	11	28,236
TOTAL—1929.....	1,691	\$ 709,850	1,173	\$ 272,888	137	\$ 67,714	109	\$ 524,605	..	.....
GRAND TOTAL <sup>1</sup> .....	11,346	\$4,192,308	9,089	\$1,840,180	824	\$436,266	740	\$3,273,034	87	\$217,815

<sup>1</sup>Since the inception of the Act—January 1, 1916.<sup>2</sup>Multiple losses separated respectively.<sup>3</sup>New classification established July 23, 1930.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
DURING DECEMBER, 1930

CAUSE	Total of All Industries				Construction and Contracting				Coal Mining		Quarrying and Mining other than Coal Mining				Manufacturing								Textiles												
					Building Construction		Other Construction		Contracting		Anthracite		Bituminous		Total of Manufacturing Industries				Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and Their Products		Paper and Paper Products and Publishing				
	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF			
	131	10,055	5	399	11	292	..	560	37	2,049	23	1,673	..	104	24	2,748	3	168	1	141	..	134	5	356	..	72	..	221	..	221	1	142	1	169	
TOTAL OF ALL CAUSES.....																																			
Working machinery and processes.....	1	672	..	6	..	17	..	19	..	35	..	78	..	4	1	429	..	7	..	13	..	62	..	28	..	19	..	46	..	34	..	49	..		
Boilers and pressure apparatus.....	1	25	..	1	..	..	..	1	..	6	..	2	..	..	..	10	..	2	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..		
Pumps and prime movers.....	..	39	..	1	..	2	..	9	..	3	..	1	..	..	..	10	..	1	..	1	..	1	..	2	..	1	..	1	..	1	..	1	..		
Transmission apparatus.....	..	10	..	..	..	..	..	..	..	..	..	..	..	1	..	8	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..		
Elevators and hoists.....	1	59	..	3	..	..	..	..	..	10	..	16	..	..	..	13	..	2	..	1	..	1	..	4	..	..	..	..	..	..	..	..	..		
Cranes and derricks.....	4	139	1	5	..	10	..	24	..	7	..	4	..	8	3	69	..	5	..	1	..	1	..	3	..	..	..	..	..	..	..	..	..		
Cars and engines.....	12	718	..	1	..	..	..	8	5	240	5	375	..	6	..	19	..	..	..	5	..	..	..	1	..	..	..	..	..	..	..	..	..		
Motor vehicles.....	19	472	1	10	1	17	..	46	..	1	..	2	..	1	6	133	12	12	..	5	..	..	..	2	26	3	..	6	1	..	5	1	2		
Other vehicles.....	1	59	..	..	..	..	..	6	..	2	..	1	..	..	..	27	..	1	..	..	..	..	..	1	14	..	..	..	..	..	..	..	..		
Hand trucks.....	1	86	..	3	..	..	..	6	..	..	..	..	..	2	..	49	..	2	..	6	..	..	..	4	..	2	..	..	..	..	..	..	..		
Water and air craft.....	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
Handling objects—by hand.....	4	2,156	..	99	..	71	..	157	..	386	..	258	..	30	2	635	..	45	..	43	..	16	1	98	..	12	..	55	..	22	..	34	..		
Hand tools.....	..	959	..	37	..	31	..	55	..	205	..	168	..	11	..	255	..	8	..	10	..	16	..	45	..	5	..	29	..	8	..	11	..		
Electricity.....	4	66	..	1	..	..	..	2	1	20	1	15	..	..	..	16	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..		
Explosive substances.....	17	161	..	4	3	11	..	17	6	57	..	12	..	..	3	39	2	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
Hot and corrosive substances.....	2	270	..	19	..	17	..	12	..	12	..	7	..	1	1	133	..	8	..	3	..	3	..	16	..	3	..	1	..	5	..	1	2		
Falling objects.....	45	1,562	1	32	3	29	..	55	22	613	17	505	..	13	1	221	..	18	1	15	..	..	..	3	..	14	..	3	..	22	..	11	..	14	
Falls of persons.....	18	1,601	2	117	4	51	..	87	2	255	..	121	..	17	5	442	1	31	..	25	..	22	1	60	..	16	..	36	..	36	..	23	..		
Stepping upon or striking against objects.....	..	561	..	48	..	20	..	37	..	109	..	52	..	2	..	158	..	7	..	7	..	12	..	21	..	7	..	9	..	9	..	21	..		
Miscellaneous.....	1	434	..	11	..	14	..	19	..	88	..	56	..	8	..	82	..	6	..	6	..	2	..	12	..	2	..	3	..	4	..	5	..		

\*F. = Fatal.  
N. F. = Non-fatal.

CAUSE	Manufacturing—(Concluded)										Transportation and Public Utilities			Other Industries														
	Metals and Metal Products										Steam Railroads	Other Transportation	Public Utilities	Hotels and Restaurants	Trading			State and Municipal	Miscellaneous									
	Total	Blast Furnaces and Steel Works and	Rolling Mills	Foundries and Machine Shops	Fabrication	Car Repair Shops	Automobile Service Stations	Other	Retail	Wholesale																		
* TOTAL OF ALL CAUSES.....	13	1,273	3	43	213	1	253	7	492	2	98	174	72	5	225	2	141	4	124	122	3	637	2	95	8	368	7	518
Working machinery and processes.....	1	151	..	1	..	24	..	29	1	87	..	5	..	5	..	3	..	2	..	5	13	..	19	..	..	..	7	35
Boilers and pressure apparatus.....	..	6	..	..	3	..	..	..	1	..	1	1	..	..	..	1	..	..	1	..	..	..	..	..	..	2	..	
Pumps and prime movers.....	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	..	
Transmission apparatus.....	1	3	..	..	..	..	..	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..
Elevators and hoists.....	1	2	..	..	..	..	..	1	..	..	..	..	1	..	..	..	1	..	..	1	..	7	..	2	..	..	2	..
Cranes and derricks.....	3	59	4	11	20	2	21	1	2	1	2	1	1	..	..	2	1	..	..	1	1	4	..	..	..	2	2	1
Cars and engines.....	..	13	..	..	..	..	..	2	1	..	10	..	..	..	1	56	8	1	..	..	..	..	..	..	..	2	1	..
Motor vehicles.....	2	72	..	..	..	1	5	1	9	2	2	56	2	5	2	43	13	..	13	1	2	61	1	11	5	56	2	72
Other vehicles.....	..	2	..	..	..	..	..	..	2	..	..	..	..	..	..	..	4	..	4	..	..	..	..	..	..	6	9	9
Hand trucks.....	..	24	2	4	8	..	..	..	10	..	..	..	1	5	..	4	2	..	2	1	..	6	1	5	1	1	2	..
Water and air craft.....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	1	..	..
Handling objects—by hand.....	1	291	1	7	45	67	122	..	122	..	21	29	19	1	44	25	3	26	26	24	184	38	1	57	32	57	122	122
Hand tools.....	..	120	6	17	16	42	13	26	3	21	10	13	3	21	10	13	3	5	..	21	65	3	32	32	32	32	32	32
Electricity.....	..	14	2	1	1	..	..	..	7	2	2	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	1	..
Explosive substances.....	..	1	23	1	5	..	..	..	5	..	..	13	3	3	1	..	..	..	..	3	3	1	1	..	..	1	5	..
Hot and corrosive substances.....	1	89	1	9	18	29	19	6	8	3	1	..	3	1	..	..	..	..	6	14	12	1	1	1	1	14	21	21
Falling objects.....	..	117	5	31	31	44	..	4	2	..	7	..	7	8	6	1	5	2	18	6	18	6	20	20	20	20	20	20
Falls of persons.....	3	180	6	37	28	2	70	1	18	21	13	1	13	58	20	1	27	35	162	22	35	162	22	35	162	22	35	162
Stepping upon or striking against objects.....	..	63	..	1	5	9	30	9	9	9	3	1	1	9	9	8	7	3	5	5	5	57	3	4	4	19	29	29
Miscellaneous.....	..	41	..	..	12	6	19	3	1	..	3	1	1	9	9	7	..	3	..	4	4	32	4	4	4	46	51	51

\*F. = Fatal.  
N. F. = Non-fatal.

### ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING THE YEAR 1930

CAUSE	Total of All Industries			Construction and Contracting			Coal Mining			Quarrying and Mining other than Coal Mining			Manufacturing							Textiles												
				Building Construction			Other Construction			Contracting			Anthracite			Bituminous																
	F	NF	F	NF	F	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF		F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
TOTAL OF ALL CAUSES.....	1,762	142,917	715,633	98	6,921	55	7,931	471	26,036	337	19,781	20	1,830	343	45,108	44	2,194	22	2,900	5	1,901	23	5,268	9	1,295	27	3,365	16	2,041	8	2,355	
Working machinery & processes.....	52	10,317	2	122	1	374	2	320	2	444	16	814	..	89	27	7,142	1	86	..	197	..	868	1	449	..	301	3	724	2	532	1	655
Boilers & pressure apparatus.....	16	200	..	2	1	14	..	16	2	32	..	5	..	3	10	86	..	15	..	2	..	2	..	10	..	..	..	2	3	2	..	1
Pumps & prime movers.....	2	397	..	10	..	49	..	102	1	31	..	32	..	6	1	88	1	20	..	7	..	1	..	15	..	2	..	4	..	2	..	3
Trans. apparatus.....	11	142	..	1	..	..	..	7	5	21	..	5	1	8	4	92	1	7	1	9	..	2	1	9	1	5	..	6	..	4	..	16
Elevators & hoists.....	32	843	7	37	..	18	..	29	2	176	2	124	..	11	14	246	..	19	..	11	..	19	2	51	2	9	1	3	3	21	..	23
Cranes & derricks.....	63	2,301	6	68	10	289	5	309	..	57	..	31	1	59	32	1,305	4	33	..	26	..	2	..	28	1	5	..	9	..	9	..	2
Cars & engines.....	242	9,147	4	4	5	26	3	71	51	3,052	76	4,051	2	133	21	507	..	20	2	100	..	..	..	14	..	21	..	21	..	18	..	3
Motor vehicles.....	161	6,786	5	121	20	449	4	526	1	35	2	33	..	39	32	2,077	2	140	2	62	1	26	6	463	1	22	4	82	4	83	2	18
Other vehicles.....	9	858	..	6	..	34	..	81	..	16	..	15	1	4	5	322	..	7	1	9	..	..	..	168	..	3	..	108	..	6	..	..
Hand trucks.....	3	1,620	..	51	..	56	..	114	..	20	..	8	..	11	2	973	..	36	..	143	..	12	..	100	..	48	1	40	..	67	..	49
Water & air craft.....	10	55	..	1	..	7	5	13	..	..	..	4	..	..	..	8	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	1
Handling objects—by hand.....	49	30,904	1	1,321	1	1,545	3	1,889	8	5,020	3	3,032	1	435	19	10,904	1	557	2	923	..	300	21	346	..	295	2	779	..	401	1	510
Hand tools.....	14	13,651	..	528	..	677	1	826	2	2,916	..	2,199	..	262	6	3,957	..	202	..	183	..	144	..	469	..	124	3	563	..	109	..	133
Electricity.....	69	942	2	17	5	31	5	13	16	174	9	276	..	3	14	270	..	16	3	12	..	4	..	14	1	3	1	4	..	10	..	12
Explos. substances.....	162	1,891	..	34	7	102	3	166	95	643	10	185	4	29	34	359	25	66	..	9	..	9	1	42	1	6	..	13	..	13	..	10
Hot & corrosive substances.....	42	4,701	..	289	..	335	..	219	1	172	4	107	..	24	20	2,477	3	177	..	167	..	57	1	268	..	64	..	20	..	63	..	98
Falling objects.....	540	21,757	7	527	14	783	14	985	263	7,509	203	6,056	6	367	22	3,912	..	153	4	305	..	31	..	290	..	73	5	357	..	160	1	138
Falls of persons.....	193	21,528	37	1,588	34	1,204	6	1,338	13	2,874	3	1,478	3	241	54	6,283	5	425	4	412	2	248	2	1,012	2	208	3	410	4	364	2	418
Step g upon or striking against objects	15	8,453	2	708	..	627	1	610	4	1,570	1	698	..	39	5	2,425	..	119	..	187	2	139	1	296	..	68	..	116	..	123	..	201
Miscellaneous.....	77	6,424	2	198	..	301	3	297	5	1,274	7	628	1	67	21	1,675	1	95	3	136	..	37	4	224	..	49	3	111	..	54	1	64

\*F. = Fatal.  
N. F. = Non-fatal.



CAUSE	Manufacturing—(Concluded)										Transportation and Public Utilities				Other Industries																	
	Metals and Metal Products										Other				Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Retail		Wholesale		State and Municipal		Miscellaneous			
	Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Other	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF				
	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF																		F	NF	F
*	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF		
TOTAL OF ALL CAUSES...																																
Working machin'y & processes.	16	3,055	1	20	2	422	5	762	71,616	1	124	111	3	275	23	16	42	143	57	7,726	13	1,439	83	4,909	71	6,469						
Boilers & pressure apparatus...	7	50	3	10	5	10	18	7	11	2	11	3	2	2	7	1	3	20	1	2	2	2	2	2	2	2	2	2	2	2	2	
Pumps & prime movers.	...	31	1	6	6	6	9	12	2	1	2	1	1	3	12	2	20	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Transmission apparatus.	...	32	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	
Elevators & hoists.	5	73	1	2	6	7	3	43	1	...	...	15	1	17	1	16	4	23	4	70	1	28	...	...	...	...	...	...	...	...	...	
Cranes & derricks.	28	1,189	4	52	5	314	6	321	10	414	3	61	2	27	1	38	10	1	19	1	5	1	26	2	24							
Cars & engines.	17	321	3	29	5	53	24	2	52	7	158	3	888	58	376	1,053	4	167	5	8	146	1	17	23	871	5	183	34	1,020	25	771	
Motor vehicles.	12	1,123	7	1	25	1	30	7	152	1	21	3	888	58	45	3	453	5	92	1	1	1	68	10	108	3	98					
Other vehicles.	...	13	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	
Hand trucks.	1	454	25	88	1	86	...	226	24	...	...	5	...	24	...	94	1	52	10	100	1	59	1	14	...	48						
Water & air craft.	...	6	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	
Handling objects—by hand.	11	5,511	2	153	4	1,030	2	1,271	11	2,299	1	349	1	409	282	1	677	378	346	512	5	2,091	...	529	1	700	6	1,525				
Hand tools.	3	1,929	61	2	250	332	1	663	259	364	...	274	...	179	...	101	274	...	99	...	218	1	674	...	47	3	428	...	367			
Electricity.	9	191	9	2	24	21	5	102	1	30	...	13	...	4	...	4	13	...	49	...	59	...	11	1	1	1	1	1	1	1	1	
Explosive substances.	7	184	6	3	29	13	60	...	6	...	...	12	...	73	...	11	19	...	3	...	44	...	28	2	63	2	6	1	142	1	59	
Hot & corrosive substances.	15	1,512	10	156	3	241	1	513	...	416	1	65	...	121	1	51	70	...	1	26	...	69	...	266	2	176	...	24	7	201	5	246
Falling objects.	11	2,348	1	105	2	521	1	508	3	994	3	142	1	78	...	57	1	184	...	93	...	115	...	56	1	419	...	109	7	290	2	352
Falls of persons.	30	2,596	8	89	6	462	2	374	11	1,044	2	337	1	290	...	190	6	672	1	33	6	412	3	458	6	1,867	1	282	8	1,065	12	1,432
Stepping upon or striking against objects.	2	1,107	...	17	2	146	...	229	...	508	...	84	...	123	...	69	...	177	...	74	...	69	...	126	1	632	...	74	...	248	...	376
Miscellaneous.	8	852	2	30	...	126	...	169	...	341	...	88	...	95	...	53	...	172	...	142	...	90	2	65	5	339	1	54	16	504	12	618

\*F. = Fatal.  
N. F. = Non-fatal.

## FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1926			1927			1928			1929			1930		
	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
January.....	150	12,815	12,965	170	14,497	14,667	161	11,975	12,136	161	13,644	13,805	180	14,107	14,287
February....	149	11,958	12,107	184	13,101	13,285	145	11,912	12,057	137	12,140	12,277	155	11,914	12,069
March.....	299	24,773	25,072	354	27,598	27,952	306	23,887	29,193	298	25,787	26,082	335	26,021	26,356
	185	15,606	15,791	162	14,332	14,494	145	12,539	12,681	195	13,712	13,907	115	12,089	12,204
April.....	484	40,379	40,863	516	41,930	42,446	451	36,426	36,877	493	39,496	39,989	450	38,110	38,560
	144	14,249	14,393	169	12,693	12,862	139	10,928	11,067	151	12,593	12,744	167	11,309	11,476
May.....	628	54,628	55,256	685	54,623	55,308	590	47,354	47,944	644	52,089	52,733	617	49,419	50,036
	171	14,521	14,692	172	12,869	13,041	360	13,041	13,401	179	13,677	13,856	125	12,059	12,184
June.....	799	69,149	69,948	857	67,492	68,349	950	60,395	61,345	823	65,766	66,589	742	61,478	62,220
	163	15,233	15,396	185	13,441	13,626	190	12,503	12,693	137	13,679	13,816	139	11,871	12,010
July.....	962	84,382	85,344	1,042	80,933	81,975	1,440	72,898	74,038	900	79,445	80,405	881	73,349	74,230
	190	15,586	15,776	176	12,548	12,724	138	12,291	12,429	172	13,302	13,474	171	12,066	12,237
August.....	1,152	99,968	101,120	1,218	93,481	94,699	1,278	85,189	86,467	1,132	92,747	93,879	1,052	85,415	86,467
	183	16,513	16,696	172	13,660	13,832	175	13,633	13,808	181	16,512	16,693	150	12,380	12,530
September...	1,335	116,481	117,816	1,390	107,141	108,531	1,453	98,822	100,275	1,313	109,259	110,572	1,202	97,795	98,997
	231	15,866	16,097	160	13,279	13,439	147	12,747	12,891	179	13,590	13,769	166	11,790	11,956
October.....	1,566	132,347	133,913	1,550	120,420	121,970	1,600	111,569	113,169	1,492	122,849	124,341	1,368	109,585	110,953
	166	16,389	16,555	161	13,564	13,725	167	15,091	15,258	181	15,674	15,855	126	13,048	13,174
November...	1,732	148,736	150,468	1,711	133,984	135,695	1,767	126,660	128,427	1,673	138,523	140,196	1,494	122,633	124,127
	181	14,849	15,030	192	13,087	13,279	155	12,763	12,918	162	13,910	14,072	137	10,229	10,366
December....	1,913	163,585	165,498	1,903	147,071	148,974	1,922	139,423	141,345	1,835	152,433	154,268	1,631	132,862	134,493
	203	14,699	14,902	150	11,619	11,769	143	11,010	11,153	165	12,224	12,389	131	10,055	10,186
TOTAL.....	2,116	178,284	180,400	2,053	158,690	160,743	2,065	150,433	152,498	2,000	164,657	166,657	1,762	142,917	144,679

NOTE: The figures in italics represent the cumulative totals by month under each classification.

COMMONWEALTH OF PENNSYLVANIA  
DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

---

Harrisburg: . . . . . Office of the Secretary,  
Industrial Board,  
Workmen's Compensation Board,  
Bureau of Employment,  
Executive Bureau,  
Bureau of Industrial Relations,  
Bureau of Industrial Standards,  
Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Statistics,  
Bureau of Workmen's Compensation,  
Bureau of Women and Children,  
South Office Building.

---

BRANCH OFFICES

Allentown: . . . . . Lehigh Valley State Employment Office,  
529 Hamilton Street.  
State Workmen's Insurance Fund,  
6 Gerner Building, 838 Hamilton St.

Altoona: . . . . . Cooperative State Employment Office,  
Central Trust Building.  
Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Commerce Building.  
State Workmen's Insurance Fund,  
333 Central Trust Building.

DuBois: . . . . . Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Deposit National Bank Building.

Eric: . . . . . State Employment Office,  
126 East Eleventh Street.

Franklin: . . . . . State Workmen's Insurance Fund,  
413 Franklin Trust Building.

Gaines: . . . . . State Workmen's Insurance Fund.

Greensburg: . . . . . State Workmen's Insurance Fund,  
306 Coulter Building.  
Workmen's Compensation Referee,  
608 First National Bank Building.

- Harrisburg: . . . . . Bureau of Bedding and Upholstery,  
400 North Third Street.  
State Employment Office,  
Second and Chestnut Streets.  
State Workmen's Insurance Fund,  
18-26 South Fourth Street.
- Hazleton: . . . . . Bureau of Inspection,  
713 Hazleton National Bank Building.
- Johnstown: . . . . . Bureau of Inspection,  
427 Swank Building.  
State Employment Office,  
219 Market Street.  
State Workmen's Insurance Fund,  
1005 U. S. National Bank Building.
- Kane: . . . . . Workmen's Compensation Referee,  
Kane Trust and Savings Building.  
Bureau of Inspection,  
Fraley and Field Streets.
- Lancaster: . . . . . Cooperative State Employment Office,  
Y. M. C. A. Building.  
Bureau of Inspection,  
Workmen's Compensation Referee,  
Woolworth Building.
- Lock Haven: . . . . . State Workmen's Insurance Fund,  
214 Vesper Street.
- New Castle: . . . . . Cooperative State Employment Office,  
Y. M. C. A. Building,  
West Washington Street.
- Oil City: . . . . . Cooperative State Employment Office,  
Y. M. C. A. Building.
- Philadelphia: . . . . . State Employment Office (Main Office),  
Bureau of Rehabilitation,  
Steele Building, Fifteenth and Cherry Streets.  
Bureau of Inspection,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,  
Workmen's Compensation Board,  
Bureau of Women and Children,  
State Workmen's Insurance Fund,  
Market Street National Bank Building, 11th Floor,  
Market and Juniper Streets.
- Pittsburgh: . . . . . Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,

	Bureau of Industrial Relations, Fulton Building. State Employment Office, 622 Grant Street. State Workmen's Insurance Fund 904 Park Building.
Pottsville: . . . . .	Bureau of Rehabilitation, Workmen's Compensation Referee 1 Ulmer Building. State Workmen's Insurance Fund, Baird Building.
Reading: . . . . .	State Employment Office, 24 North Sixth Street.
Scranton: . . . . .	State Employment Office, Linden Street and Madison Avenue. Bureau of Inspection, Workmen's Compensation Referee, State Workmen's Insurance Fund, 418 Union National Bank Building.
Sunbury: . . . . .	State Workmen's Insurance Fund 9 Witmer Building.
Towanda: . . . . .	State Workmen's Insurance Fund, 216 Poplar Street.
Upper Darby: . . . . .	Bureau of Inspection, 6908 Market Street. Bureau of Bedding and Upholstery, 303 McClatchey Building, 69th and Market Streets.*
Wilkes-Barre: . . . . .	Bureau of Rehabilitation, Workmen's Compensation Referee, Coal Exchange Building. State Workmen's Insurance Fund, 174 Carey Avenue.
Williamsport: . . . . .	Bureau of Inspection, Workmen's Compensation Referee, Heyman Building. Cooperative State Employment Office, Y. M. C. A. Building, 343 West Fourth Street.
York: . . . . .	Bureau of Workmen's Compensation, Central National Bank Building. State Workmen's Insurance Fund, 917 Wayne Avenue.

Note: State Employment Offices are conducted in cooperation with the United States Employment Service.





# LABOR AND INDUSTRY

*Published monthly by*

## DEPARTMENT OF LABOR AND INDUSTRY COMMONWEALTH OF PENNSYLVANIA

A. M. NORTHRUP, M. D., *Secretary*

LINCOLN C. CARSON AND EFFIE REIMPENSNYDER, *Editors*

---

Vol. XVIII

MARCH, 1931

No. 3

---

### Contents

	<i>Page</i>
The <i>Foe of Youth</i> . . . . .	3
Ira E. Foutz, Pennsylvania Tuberculosis Society.	
Honor-Roll and Merit Letters . . . . .	5
Pennsylvania's "Peak Month" Safety Drives . . . . .	6
Harry D. Immel, Director, Bureau of Inspection.	
Industrial Board . . . . .	9
Departmental Note . . . . .	9
They Put Safety First . . . . .	10
Recent Decision of the Workmen's Compensation Board . . . . .	13
Review of Industrial Statistics . . . . .	14
The Labor Market . . . . .	
Changes in the Cost of Living . . . . .	
Population—1930 . . . . .	
Accidents and Compensation . . . . .	
Compensable Accidents—1930 . . . . .	
Directory of Offices . . . . .	45

DEPARTMENT OF LABOR AND INDUSTRY  
A. M. NORTHRUP, M. D., *Secretary*

---

EXECUTIVE BUREAU  
W. A. RIDDLE, *Deputy Secretary*  
JOHN H. WALKER, *Assistant to Secretary*  
In charge of inspections of State-owned institutions

---

BUREAU OF INSPECTION  
HARRY D. IMMEL, *Director*  
T. J. GOULD, *Assistant Director*

---

BUREAU OF WORKMEN'S COMPENSATION  
W. H. HORNER, *Director*  
M. G. LEHMAN, *Assistant Director*

---

BUREAU OF REHABILITATION  
HARRY TREBILCOX, *Director*

---

BUREAU OF EMPLOYMENT  
S. S. RIDDLE, *Director*

---

BUREAU OF INDUSTRIAL STANDARDS  
JOHN CAMPBELL, *Director*  
S. W. HOMAN, *Assistant Director*

---

BUREAU OF INDUSTRIAL RELATIONS  
AMBROSE LANGAN, *Director*

---

BUREAU OF STATISTICS  
WILLIAM J. MAGUIRE, *Director*  
TOLBERT C. K. SMEE, *Assistant Director*

---

BUREAU OF WOMEN AND CHILDREN  
BEATRICE MCCONNELL, *Director*

---

BUREAU OF BEDDING AND UPHOLSTERY  
M. P. FREDERICK, *Director*  
FRED W. WYBLE, *Assistant Director*

---

BUREAU OF ACCOUNTING  
WILLIAM C. HALFPENNY, *Director*

---

INDUSTRIAL BOARD

A. M. NORTHRUP, M. D., *Chairman*  
GEORGE W. FISHER  
JOHN A. PHILLIPS

MRS. HUGH NEELY FLEMING  
A. L. LINDERMAN  
JAMES S. ARNOLD, *Secretary*

---

WORKMEN'S COMPENSATION BOARD  
A. M. NORTHRUP, M. D., *ex-Officio*  
ARTHUR C. DALE, *Chairman*  
EDWARD J. HUNTER

WILLIAM J. BURCHINAL  
J. C. DETWEILER, *Secretary*

---

STATE WORKMEN'S INSURANCE BOARD  
A. M. NORTHRUP, M. D., *Chairman*  
CHARLES F. ARMSTRONG, *Insurance Commissioner*  
EDWARD MARTIN, *State Treasurer*

---

STATE WORKMEN'S INSURANCE FUND  
W. JACK STITELER JR., *Manager*  
J. G. BINGAMAN, *Assistant Manager*

# THE FOE OF YOUTH

BY IRA E. FOUTZ,

*Pennsylvania Tuberculosis Society*

Tuberculosis is one of the special hazards of youth and young adult life.

Many persons do not realize that tuberculosis still kills more people in Pennsylvania between the ages of 15 and 45 than any other disease. Much of the reduction made in the general tuberculosis death rate has been in the group of children from 5 to 14 years of age. Because of this health hazard the tuberculosis societies will carry out a special campaign in April with the slogan, "Tuberculosis—the Foe of Youth."

That tuberculosis strikes progressively harder after age 15 is shown by the figures for Pennsylvania. In 1929, between the ages 10 and 14, there were 126 deaths while in the ages of 15 to 19, there were 441 deaths. Another big leap occurred between the ages 20 and 24 when tuberculosis took the lives of 785 in this state.

"It is obvious that something happens to young men and women at this crucial age," said Arthur M. Dewees, executive secretary of the Pennsylvania Tuberculosis Society.

"It is the dangerous age for tuberculosis and youth should be armed for this foe. Tuberculosis is transmitted from one person to another, usually in close contact with each other. One case of tuberculosis in a family means great probability of others. The disease usually starts in childhood, may lie quiet for some years and then break out at the time of greatest weakness.

"The danger often cannot be discovered by the usual physical examination but modern science has provided the means for learning whether the danger exists. This can be ascertained by means of the tuberculin test and by the penetrating X-ray."

Special material is available for this campaign of protection and prevention, including literature, posters, slides and cuts. A four-page leaflet entitled "The Foe of Youth," gives a brief description of how tuberculosis develops during adolescence; an eight-page leaflet, "Tuberculosis and the 'Teen Age,'" which is a statement of how tuberculosis develops especially during adolescence is for parents, teachers, physical educators and others in charge of boys and girls; an eight-page leaflet, "Laennec, the Listener," tells how the stethoscope was invented and relates bits of biography about the inventor and his times.

The campaign against the Foe of Youth is nation-wide, being sponsored by the National Tuberculosis Association, and in Pennsylvania is directed by the Pennsylvania Tuberculosis Society in cooperation with 100 affiliated county and local organizations. They solicit the support of industrial, labor, civic, medical, and other agencies interested in public health and welfare.

Further information and copies of the material can be secured from county tuberculosis associations or from the Pennsylvania Tuberculosis Society.

---

# The Foe *of* Youth



"For he was but a youth" . . . yet  
he slew Goliath . . . And today  
he can conquer, with Knowl-  
edge, his enemy, tuberculosis,  
now chief cause of death to  
young adults.

PENNSYLVANIA TUBERCULOSIS  
SOCIETY

311 S. Juniper St., Philadelphia  
And Local Tuberculosis Organizations

---



## HONOR-ROLL AND MERIT LETTERS

In recognition of outstanding safety records of Pennsylvania industrial concerns, the Bureau of Inspection of the Department of Labor and Industry announces that Honor-Roll Letters will be issued to all concerns, or to departments of larger establishments, that went through the year 1930 without a lost-time accident. A Merit Letter will be issued to all concerns or departments that went through 1930 with an average of less than 3.5 lost-time accidents per one hundred employes, this being a recognition of a better safety record than the average record of all of the industries of this state as determined by our Bureau of Statistics. Both Honor-Roll and Merit Letters will be issued by the Supervising Inspector in the Supervising Division of the state occupied by your establishment. In so far as possible these records are being determined by our factory inspection force. You can assist in obtaining the letter to which you may be entitled if you will notify your local factory inspector or supervisor, or write to the Director of the Bureau of Inspection, Department of Labor and Industry, Harrisburg, presenting your claim.

Our definition of a lost-time accident for purposes of these awards is the same as that established for the reporting of accidents under the Workmen's Compensation Act, namely, loss of two or more days of time by the injured worker.

## PENNSYLVANIA'S "PEAK MONTH" SAFETY DRIVES\*

RADIO ADDRESS OF HARRY D. IMMEL,  
*Director, Bureau of Inspection*

Did you ever sit outdoors in the shade on a hot summer day swatting the flies which balked your efforts to attain some degree of comfort? You found it a rather discouraging job, didn't you? The trouble was that the flies came from just about everywhere, and as soon as you killed one or drove one away there was another to take its place. That's something like the problem faced by Pennsylvania industry today in its efforts to reduce accidents in the shop. However safe we make conditions in the factory, the moment the worker steps outside he faces a multitude of hazards over which industry can have no control. We instil safety consciousness into a working force, then replacements, or expansion of personnel become necessary and recruits must be brought in from a heedless outside world. These must first of all be trained to forget their deep-seated careless habits before they can be taught safe practices.

Sometime ago a big Pennsylvania industrial concern placed a box at the factory gates and over it this sign addressed to its workers, "Leave Your Careless Habits Here." This is much easier said than done. Nevertheless here was industry's biggest safety problem cleverly expressed. If careless habits were things like the workers' hats or shoes it would be simple enough to put them off at the gates of the factory. Unfortunately careless habits are not so easily detachable. Too frequently they are acquired early in life and grow so fast to us that to be separated from them would require almost a major operation, such as the amputation of one's arms or legs.

Industry today has gone almost as far as industry can go unaided to reduce personal injuries to workers. We have made the shop a so much safer place that statisticians tell us a Pennsylvania industrial worker is today four times as likely to be injured on the outside as at work. The economic cost to industry is practically the same whether the worker is injured in the shop or on the outside. Labor turnover and its train of consequences is the costly item. For the worker it is much more costly to be hurt outside the shop, as the temporary aid which compensation payments bring him if injured at work is denied in the other event.

Industry's safety problem is your problem, whoever you may be, and whether or not you have any direct or indirect relation to industry. In this great industrial empire of Pennsylvania anything which adversely affects industry is bound to affect us all adversely. We have that lesson sufficiently impressed in the present period of industrial depression. The estimated annual cost of purely

---

\*Delivered at Williamsport, February 23, and at Harrisburg, March 2.

industrial accidents in this state is one hundred millions of dollars—an entirely needless waste, as accidents can be prevented.

The Bureau of Inspection of the Pennsylvania Department of Labor and Industry enforces laws and regulations for promotion of safety in industry. But the amount of safety that can be produced through state regulation is only a drop in the bucket. Pennsylvania factories are today better safeguarded mechanically than the factories of any other state in the nation, yet accident studies show us that only about ten per cent of all the personal injuries sustained by industrial workers can be prevented by mechanical safeguarding. Compare this with a recently published analysis of automobile accidents in the nation in 1930, which analysis reveals that only about eleven per cent of fatal accidents on the highways could be attributed to mechanical defects of automobiles. The conclusion is inevitable that safety in the factory, or on the outside, is largely a mental and not a mechanical problem.

Because safety is largely a mental problem, education is the force to which we must look in our hopes for the future. That *education* must begin in the home. It will come as a shock to many to be told that, next to the highway only, our homes are the most hazardous of all places. Reliable statistics indicate that more personal injuries are sustained in our Pennsylvania homes than in our workshops. Safety education must be imparted in the school. We feel that it should have a definite place in the curriculum. It is deeply significant, considering only a single aspect of the school safety problem, that in those communities where the schools have established safety patrols the number of highway accidents to children is appreciably reduced.

If it is the purpose of the school to send forth the youth of the nation better prepared to grapple with all of the problems of adult existence in our highly complex civilization, then surely consideration of safety dare not be neglected in the educational program. As for that youth who expects to go from the school into industry I have only this to say, the day is not far off when there will be no place in Pennsylvania industry for the worker who is not safety-minded.

If you have any notion that we are stressing this matter of personal safety to a point where there is danger of making mollicoddles of our American youth get rid of it quickly. Almost that exact fear was expressed sometime ago by a man of much prominence, who should have known better. In the last analysis consideration of safety is nothing else than that consideration of the rights of others which is the patent of true nobility. The self-restraint which safety imposes upon us, oftentimes requires a higher degree of courage than indulgence in foolish recklessness. We cannot be heedless of our own safety without exposing others to possible injury. Many an industrial worker who has scorned safety regulations as an infringement of his personal liberties, has been forced to see his loved ones face sorrow and privation as the price of an easily avoidable accident to himself.

Stop and consider your obligation to others the next time you are tempted to take an unnecessary chance. Remember that there are two kinds of chance-taking which involve personal hazard. There is one kind that is inspiring and is justified by its possible achievements. It is the sort of chance that the pioneer takes when he blazes a trail into the unknown that others may follow after with greater safety. It is the sort the scientist takes when he risks his own life in the search for some great boon for humanity. There is another sort of chance-taking which accomplishes no good thing. It is the sort taken by that employer who refuses to install mechanical safeguards because they cost money and because it happens that nobody has been injured in his shop from the sort of accident the guard is designed to prevent; it is the sort of chance-taking indulged in by the worker who puts aside the guard his employer provided, justifying his action by the assertion that machine guards slow up production, and that anyway he has never been hurt working without them. In the case of this latter chance-taker even though he may escape injury from his heedlessness, he has not demonstrated one useful thing. He has merely happened to have had better luck than anyone has any right to expect, and it may very well be that someone else, prompted by his example, may indulge in similar heedlessness with tragic consequences. To those of us called upon to study accidents it appears indeed that there is some special Providence that watches over the reckless, but it is well to remember that it is a Providence that is very much overworked.

Today the Pennsylvania Department of Labor and Industry, with a broader vision of its obligations and opportunities, is assuming a leadership in promotion of safety education. Through educational safety campaigns in 1929, and in 1930, the accident problem was driven home to persons in all walks of life in every quarter of the Commonwealth. This year the Bureau of Inspection is sponsoring two no-accident drives, each of one-month's duration. The first of these took place in March and the second will be held in October. These two months were chosen because statistics reveal that over a period of ten years they have averaged greater numbers of industrial accidents than any other months. A chart of industrial accidents for this ten-year period shows distinct peaks in March and October, hence the slogan of the 1931 safety campaign, "Help Knock Off the Peaks."

This appeal is addressed not only to industry but to the community at large. Do your individual share to avoid personal injury to yourself, and to avoid being responsible for the injury of anybody else during these two campaign months. We assume, of course, that such special thoughtfulness as you may develop for March and October will extend itself into other months of the year. Our March and October no-accident drives are developed primarily to stimulate a more consistent consideration of safety.



## INDUSTRIAL BOARD

The regular meeting of the Industrial Board was held on Wednesday, February 18, 1931.

The following devices were approved:

<i>Company</i>	<i>Device</i>
Newark Ladder and Bracket Manufacturing Company, Newark, N. J.	Spike type of ladder shoes.
Singer Sewing Machine Company, Philadelphia, Pa.	Serial number 153466 guard for 95-10 machines and number 153467 guard for 96-10 machines.
DeWalt Products Company, Lancaster, Pa.	Saw guard for general purpose overhung saw.
Utilities Service, Inc., Troy, Pa.	Model 4 Hydro-gas-electric emergency lighting system.

In addition, the Board agreed to the transfer of approval of two emergency lighting systems covered by certificates numbers 376 and 386 issued to Westinghouse Electric and Manufacturing Company to A. F. Shane and Company, Pittsburgh, Pa.

---

## DEPARTMENTAL NOTE

All the meetings of the Industrial Board of the Department of Labor and Industry will be open to the public during this administration.



## THEY PUT SAFETY FIRST\*

OUTSTANDING RECORDS OF PENNSYLVANIA INDUSTRY ASSEMBLED BY THE  
BUREAU OF INSPECTION

Twenty-two industrial and mercantile concerns in Philadelphia are participating in a six months' no-accident drive being conducted under the direction of the Maryland Casualty Company. This drive includes the month of March, 1931, which is one of the two months of the state-wide, no-accident drive of the Bureau of Inspection of the Pennsylvania Department of Labor and Industry. The concerns listed in the Maryland Casualty Company's Philadelphia contest are: three units of N. Snellenberg and Company, the Atlas Electric Company, the Philadelphia Import Company, W. K. Mitchell and Company, Wiltshire Realty Company, Charles J. Webb Sons Company, six units of the American Stores Company, and eight units of the Gulf Refining Company.

---

The Mitchell Specialty Company, of Philadelphia, with 150 employes, is striving to win the bronze plaque offered by the Maryland Casualty Company to concerns that can run for a year without accident. Included in the machinery of the Mitchell Specialty Company are 70 punch presses.

---

The New Kensington Plant of the United States Aluminum Company has been awarded the 1930 safety trophy offered by the company to its plant making the greatest improvement in reduction of accidents and accident severity in the aluminum industry.

---

The year 1930 was the safest in the history of the Conemaugh Division of the Pennsylvania Railroad, its total of 42 accidents reportable to the Interstate Commerce Commission representing a reduction of 33 per cent in comparison with 1929. The division extends from Pittsburgh to Venango, and from Allegheny to Butler and Blairsville.

---

The Sylvania Products Company, employing a daily average of 580 male and female workers in the manufacture of radio tubes, at Emporium, had no lost-time accidents for seven consecutive months in 1930. This very creditable report is submitted by Mr. R. W. Roloff, general manufacturing manager.

---

The Southern Car Wheel Company, Hays plant, Pittsburgh, with 100 employes, reports 2 lost-time accidents during the year 1930. On January 1, 1931, this concern was continuing a no-accident period which had, at that time, gone 95 days.

---

\*This will be a monthly feature in **Labor and Industry**. Pennsylvania concerns are invited to submit from time to time safety records that they consider worthy of publication. Address: Director, Bureau of Inspection, Department of Labor and Industry, Harrisburg, or your Divisional Supervisor of the Bureau.

Secretary A. M. Dietz, of the Safety Division of the Pennsylvania Rubber Company of America, Incorporated, located at Jeannette, reports 12 lost-time accidents in 1930 as against 48 in 1929; frequency 7.898 in 1930 as compared with 24.65 in 1929; days lost in 1930 were 312 as against 682 in 1929; severity was .2053 in 1930 as against .35 in 1929. Basic causes as listed for all reportable accidents which numbered 680 are of interest. They include: Disobedience of instructions, 5; unsafe short cut—improper practice, 33; inexperience—lack of skill, 17; inattention, 282; fatigue, none; poor housekeeping—congestion, 16; no safety apparel or improper apparel, 1; lack of proper equipment, 6; defect in tools, equipment, or material, 41; occupational, 178; miscellaneous, 101. In concluding a letter to the Bureau of Inspection conveying this report, Secretary Dietz states, "We are proud of this record and will be in there just as hard as ever in 1931 and try to better it."

---

Mr. G. E. Sanford, whose job with the General Electric Company includes direction of safety in all of the plants of that concern, directs the attention of the Bureau of Inspection to the creditable 1930 records of two of the company's smaller units. One of these, the New Kensington plant, with over a half million hours worked, went through the year with 2 lost-time accidents only and 39 days' lost-time, representing a frequency of 3.58 per 1,000,000 hours worked, and severity of .069 per 1,000 hours worked. The wire plant at York, with slightly over 300,000 hours worked, had one lost-time accident only, frequency being 3.46 and severity .131. For the past three years the York plant has consistently had one accident per year, previous to which, Mr. Sanford reports, accident frequency there was quite a bit higher.

---

Mr. G. C. Balentine, Employment Supervisor at the West Newton plant of the United States Radiator Corporation, reports as of January 5, 1931, that this plant had at that time operated 450 days without a lost-time accident among its 160 employees engaged in manufacture of radiators and boilers. This record, of course, puts the West Newton plant on the Honor Roll for 1930, there having been no accidents at all in that period.

---

The Gulf Refining Company, employing 35 persons, at McKeesport, has had no lost-time accidents in 5 years.

---

The Woodworking and Punch Press Departments of the Philadelphia plant of the General Electric Company have achieved the industrial safety Honor Roll for 1930 by going through the entire year without a lost-time accident in either department. The Woodworking Department, which includes the box factory, had an average of 56 employees. The number of employees in the Punch Press Department averaged 120.

The Enola Steel Car Shop, for many years the leader in safety on the Pennsylvania Division of the Pennsylvania Railroad, closed the year 1930 with only 9 accidents as compared with 44 in 1929. Although the force consisted of approximately 30 per cent fewer employes than in 1929, the number of accidents decreased nearly 80 per cent. L. G. Goho, shop foreman, has set his goal for 1931 as "no accidents."

---

The McClintic-Marshall Construction Company, of Pittsburgh, is endeavoring to stimulate safety by an offer to pay employes the sum of \$5.00 for such suggestions as may be accepted for use in developing original posters. In order that it may be easier for all to participate, the company will accept either a drawing or a slogan, or even a letter explaining the idea. The contest further provided that on April 1, 1931, an additional \$25.00 would be paid for the best poster which had been accepted.

---

The Starlight Refining Company, of Karns City, completed in 1930 its twelfth year without a single lost-time accident, with an average of 20 employes. This report is submitted by Mr. W. J. Anderson, General Manager. The record is all the more remarkable because an explosion last year ruined half the plant without causing any personal injuries.

---

The Naginey limestone quarries, at Milroy, one of the smallest of twelve Cambria Plant Divisions, in competition during 1930 for the Group No. 6 safety trophy of the Bethlehem Steel Corporation, won the coveted prize. The Milroy operation was not only 100 per cent safe in 1930, but went without a lost-time accident for 22 months.

---

The Harbison-Walker Refractories Company, of Pittsburgh, with 23 plants, awards a safety trophy each month to the unit having the best safety record. The Hays plant won this trophy 7 months out of 12 in 1930. This is the largest of all the units and when operating at capacity employs 800 men. Only 5 lost-time accidents were reported in 1930.

---

The Pittsburgh Forgings Company, at Coraopolis, with 400 employes, experienced 38 lost-time accidents in 1930 as against 147 in 1929.

---

The Service Department of the General Electric Company, Terminal Way, Pittsburgh, with 61 employes, reports only 2 lost-time accidents for the year 1930.

## RECENT DECISION OF THE WORKMEN'S COMPENSATION BOARD

THOMAS GALLAGHER v. E. G. BUDD MANUFACTURING COMPANY

*Loss of use of one-half of thumb—An award for loss of one-half of a thumb is proper where the evidence supports a finding that there is a permanent loss of the use of the distal joint or first phalanx of the thumb.*

OPINION BY COMMISSIONER FLEITZ—JANUARY 19, 1931

While in the course of his employment with the defendant on March 6, 1930, claimant sustained a fracture of the distal phalanx of the left thumb. He was paid compensation for this injury during the time of his disability from March 13, 1930, to April 17, 1930, for a period of five weeks, at the rate of \$15.00 per week, the maximum compensation payable. These payments were made under an open agreement and until the termination thereof by the signing of a final receipt. Later, the claimant filed a petition to review the agreement, contending that he suffered a further disability. This was answered by the defendant, and after hearing, the referee awarded compensation for the loss of one-half of the thumb, or for a period of thirty weeks at \$15.00 a week, one-half of the compensation payable for loss of the entire thumb under Section 306 of the Act. The defendant has appealed, contending in substance that there was error as to the conclusions of law in that claimant only sustained a partial loss of the function of the distal phalanx of the thumb and that since the same was not amputated, the award was error. We are unable to find merit in this contention. The recent amendment to the Act under Section 306 provides:

“The loss of the first phalanx of the thumb or any finger shall be considered equivalent to the loss of one-half of such thumb or finger and shall be compensated at the same rate as for the loss of a thumb or finger, but for one-half of the period provided for the loss of thumb or finger.”

It was further provided in the Act

“That permanent loss of the use of a hand, arm, foot, leg, eye, finger, or thumb shall be considered as the equivalent of the loss of such hand, arm, foot, leg, eye, finger, or thumb.”

and we believe that in this provision is embraced the specific loss suffered by the claimant. It has been repeatedly held that the “loss of, or the loss of the use of” does not require amputation, and in the present case, Dr. Blakeslee testified that he had examined the claimant on the day of the hearing and found that he had loss of the use of the distal joint of the left thumb, and that this condition was permanent. The term “distal joint” appears to be synonymous with “first phalanx,” (see Century Dictionary) and we therefore affirm the referee’s findings of fact, conclusions of law and award of compensation. The appeal is dismissed.



# REVIEW OF INDUSTRIAL STATISTICS

PREPARED BY  
*The Bureau of Statistics*

## THE LABOR MARKET

**State Public Employment Office Reports**—Some lessening of the gap between the unemployed and employment was indicated in the reports from State Public Employment Offices for the four-week period ended January 24, 1931, covered by the January report. The ratio of applicants for employment to available jobs which stood at 366 to 100 in December decreased to 331 applicants to every 100 available jobs in January. This was the first material decrease in the ratio of applicants to jobs recorded since last September. The ratio of applicants for work to placements made by the State Public Employment Offices also decreased from 405 to 100 in December to 373 to 100 in January, and the January applicant to placement ratio was the best recorded for any month since January, 1930. Just how indicative the January public employment office figures are of an actual improvement in general employment conditions is difficult to determine. A somewhat misleading impression of improvement might be occasioned by the possibility that the continued lack of prospects for employment has resulted in decreasing the number of applicants for work registered at the public offices. Then too, the number of placements made in work of admittedly temporary duration tends to lessen the significance of the placement figure in its relation to total applications. These two factors possibly explain the improvement in employment conditions as indicated in the public employment office figures in contrast with the continued decline in employment totals as reported from industrial establishments. Nevertheless, irrespective of whether the improvements noted in the January reports from public employment offices are indicative of temporarily lessened unemployment resulting from "created" odd-job employment or are actually representative of increased industrial activity, the employment office figures for January are encouraging in that they argue some gain in the struggle against unemployment, even though the gain may be occasioned by an increase in jobs of relatively short duration.

The report for January covering activities in the public employment offices located in fourteen cities of the State shows that a total of 8,510 persons applied for work during the four weeks covered by the January report. Calls from employers for 2,570 workers were received during this period, or only 30 per cent of the number of job openings required to provide employment for all who applied for work. Jobs were secured for 2,280 persons during the period covered by the January report, or for 26.8 per cent of the number who applied for work.



On a comparative basis, the number of applicants applying for work at State Public Employment Offices during January was 0.9 per cent higher than in December, 1930, job opportunities listed increased 11.5 per cent, and the number of workers placed in employment was 9.4 per cent more than in December. As compared with the report for January, 1930, the public employment office figures for January, 1931, show a 2.9 per cent increase in the number of applicants, a 1.0 per cent increase in the number of jobs available, and a 9.0 per cent increase in the number of placements made, indicating increased effectiveness of the public employment office service.

**Reports from Manufacturing Firms**—Employment and wage payments in the manufacturing industries of Pennsylvania showed further declines in January according to reports received from 828 firms engaged in 51 branches of manufacturing activity. These records compiled by the Philadelphia Federal Reserve Bank in cooperation with the Department of Labor and Industry show a 4.2 per cent decline in employment, and a 6.5 per cent reduction in wage payments for January as compared with December. Some let-up of manufacturing activity during January occasioned by inventory taking and the overhauling and repair of plant and equipment is usual, but the reductions for January, 1931, appeared to be greater than the decreases normally attributed to these factors. Manufacturing employment in Pennsylvania for January, 1931, according to these records, was 18 per cent less than in January, 1930, and the volume of wage payments to manufacturing workers was reduced 32.7 per cent. The shrinkage in the buying capacity of workers employed in these 828 manufacturing plants as represented by this decrease in wage payments amounts to a reduction of approximately \$2,869,000 weekly.

January employment in the manufacturing industries of the State was 21.1 per cent less than normal employment in manufacturing, considering average employment for the years 1923-1925 as normal, and wage payments to manufacturing workers in January were 33.8 per cent less than average wage payments for the 1923-1925 period. A continued extension of part-time employment in the manufacturing industries was indicated by the 5.2 per cent decrease in hours worked during January as compared with December. The records show that workers in all manufacturing industries averaged 39.4 hours of work a week during January as compared with 40.4 hours a week in December, and as compared with 46.7 hours a week in January, 1930. Average weekly earnings of manufacturing workers were \$22.09 in January, 1931; \$22.66 in December, 1930, and \$26.58 a week in January, 1930.

Employment and wage payments in manufacturing industries during January were the lowest for any month during the last nine years for which these records are available. Reductions were shown for each of the nine groups into which the 51 industries are classified. Each group except metal products showed

large reductions either in employment or in wage payments, the metal products' group with a 2.9 per cent reduction in employment and a 1.4 per cent decrease in payrolls showing the smallest decrease as compared with December. Individual industries showing small employment gains were steam and hot water heating appliances, brass and bronze products, cotton goods, woolens and worsteds, men's clothing, women's clothing, meat packing, chemicals and drugs, shoes, and rubber tires and goods. Each of the other 41 industries reported employment reductions ranging from as small as 0.5 per cent in paper and wood pulp to as high as 28.4 per cent in the stove and furnace industry. Some increase of wage payments was recorded for steel works and rolling mills, automobile plants, car repair shops, cotton goods, men's clothing, women's clothing, explosives plants, and shoe factories. Reductions in wage disbursements were shown for 43 of the manufacturing groups. In 21 industries the drop in payrolls amounted to 10 per cent or more as compared with December, nine groups showed wage payment decreases in excess of 20 per cent, and in two industries, stoves and furnaces and glass, the reductions were in excess of 30 per cent.

In the metal industries, largest reductions of activities were reported from blast furnaces, iron and steel forgings, structural iron works, and the stove and furnace industry. A majority of the firms in the iron and steel forgings' group reported materially decreased employment. One firm in the industry closed down for an indefinite period. Drastic reductions in both employment and wage payment totals were shown for seven of the eight firms reporting from the stove and furnace industry. Most of the stove works were working only two days a week.

In the transportation equipment group, the December increases in activity for the plants manufacturing auto bodies and parts did not continue in January. Large reductions in wage payments were reported by most of the firms in this group. Locomotive and car building shops also showed considerably reduced employment and payroll totals for the month, although some individual plants in this industry reported increased orders.

Of the textile group, silk mills, carpet factories, hosiery and knit goods mills showed largest reductions in January. In the silk industry, temporary shut-downs were common and work in some districts was affected by strikes. Closings for inventory taking and an extended New Year's holiday emphasized the payroll reductions in this industry. In the carpet and rug industry, one plant closed down during January, and most of the others were operating on half-time schedules. Several large hosiery mills closed down during January, and most of the others were operating far below normal schedules. There were numerous instances of wage rate reductions throughout the textile industries.

In the food and tobacco group, the largest reductions were shown for the confectionery and cigar industries. The decrease for the confectionery industry was the usual seasonal curtailment following high production levels in Decem-

ber. Many cigar factories were operating only three days a week and closings for inventory taking were frequent. Several of the smaller cigar factories announced shutdowns for indefinite periods.

The general aspect of manufacturing activity viewed through the January reports was unsatisfactory. A number of manufacturing plants, particularly smaller ones, apparently gave up the attempt to operate on forced and irregular schedules and decided to close down until a substantial improvement in business is shown. A majority of the manufacturing establishments reported further curtailment of working time and few plants were operating on normal schedules. Wage reductions were more prevalent in January than during any other month of the present depression, but this was probably due to the fact that most of the wage cuts contemplated were made effective as of January 1. Indications on the whole were that a majority of the employers were attempting to spread the available work over as many employes as possible through the general policy of reducing working hours rather than laying off employes. Holidays, inventory taking, and plant repairs tended to augment the size of wage payment reduction shown for the month.

**Coal Mining**—Reports to the Anthracite Bureau of Information from 159 mines in the anthracite industry showed an 8.5 per cent reduction in employment and a 10.8 per cent decrease of payrolls in this industry for January as compared with December. Comparison with records for January, 1930, shows 16.4 per cent fewer anthracite workers employed in January, 1931, than in the same month a year ago, and the volume of wage payments were 17.7 per cent below the total for January last year.

Reports from 399 operations in the Pennsylvania bituminous industry disclose a 2.5 per cent increase of employment in January as contrasted with December, but total payrolls show a 6.1 per cent decline. The number of workers engaged in bituminous mining in Pennsylvania in January was 8.0 per cent lower than in the same month a year ago, and wage payments to bituminous miners in January of the present year were 27.6 per cent less than in January, 1930.

**Construction and Contracting**—Sixty firms reporting from the construction and contracting industry in Pennsylvania for January show a 22.6 per cent decrease of employment and a 28.4 per cent reduction of wage payments for January as compared with December. While a recession in construction employment is customary at this time of the year, the reductions reported for January, 1931, were larger than usual. In January, 1930, the employment total for 62 firms was reduced only 12 per cent between December and January, and payrolls were reduced only 13 per cent. The employment level for the 60 construction firms reporting for January, 1931, was 35 per cent less than for January, 1930, and aggregate wage payments showed a 40 per cent drop.

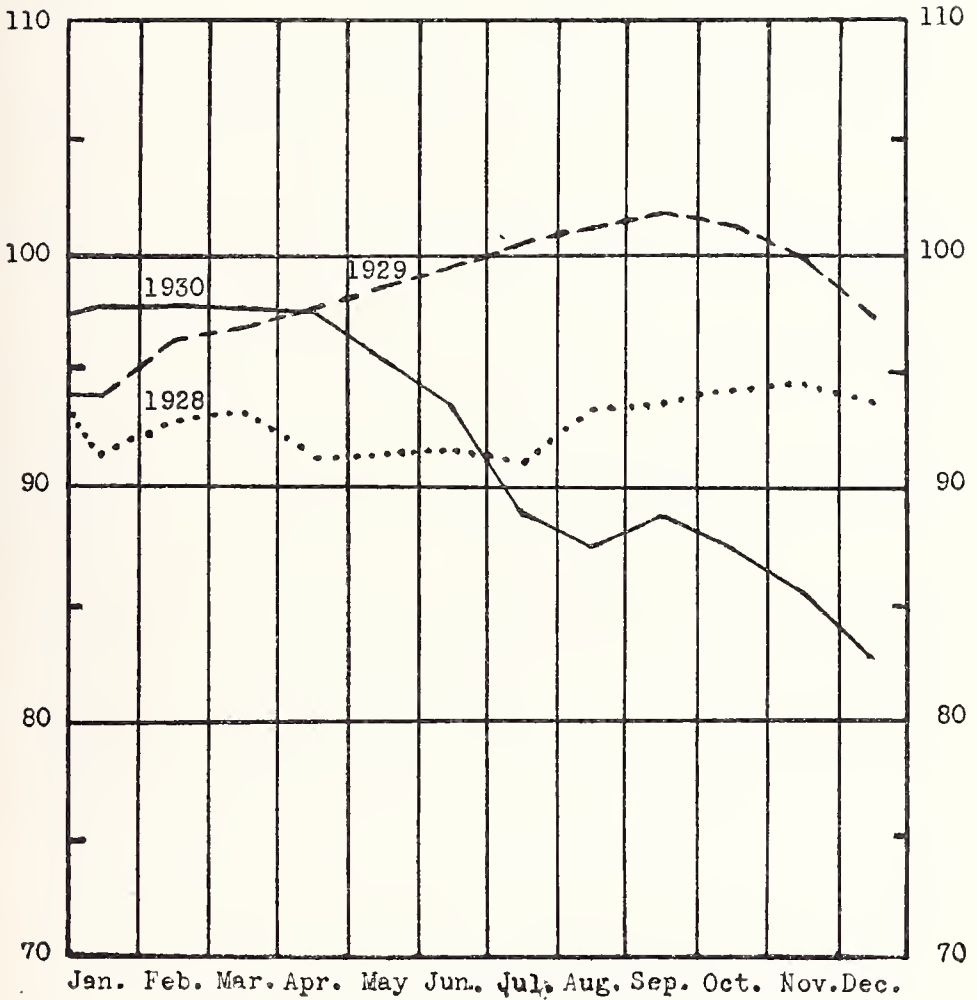


**Trade**—Curtailment of sales forces in stores following the close of the Christmas buying season is reflected in the report for the retail trade group. Seventy stores reporting for January show an 18.0 per cent reduction of forces in January, an actual decrease of 5,814 workers as compared with the number employed in December. Fewer sales people were needed to serve the Christmas shoppers in the season just ended than in the Christmas shopping season of 1929. The indexes of employment in retail trade for October, November, and December, 1930, averaged 5.3 per cent less than for the same season in 1929. Employment in retail stores in January, 1931, was 4.7 per cent less than a year ago. Employment in wholesale trade was 3.7 per cent lower in January than in December and 4.2 per cent less than in January, 1930.

**Summary**—The data of employment and wage payments for January, 1931, as reported for employers comprising a representative section of each of the leading industries of the State contained no indication of any general improvement in business conditions. The declines in employment and payrolls were larger than the usual recession for January, and part-time employment has spread to the point where industrial workers are earning only 66 per cent of normal wages. The small gains in wage disbursement in a few key industries were not sufficient to warrant any optimistic predictions. The most hopeful sign was the decrease of the number of applicants for work in proportion to the number of jobs available as recorded at the public employment offices. If this is not an artificial improvement caused by the volume of job openings resulting from the provisional short-time relief jobs, then some increase of general industrial activity may be expected within a month or two. At least past experience has shown that changes in the ratio of applicants to jobs usually precede corresponding changes in general employment totals by a month or more.

## EMPLOYMENT IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA

Monthly Indexes 1928, 1929, 1930  
 Monthly Average 1923 - 1925 = 100

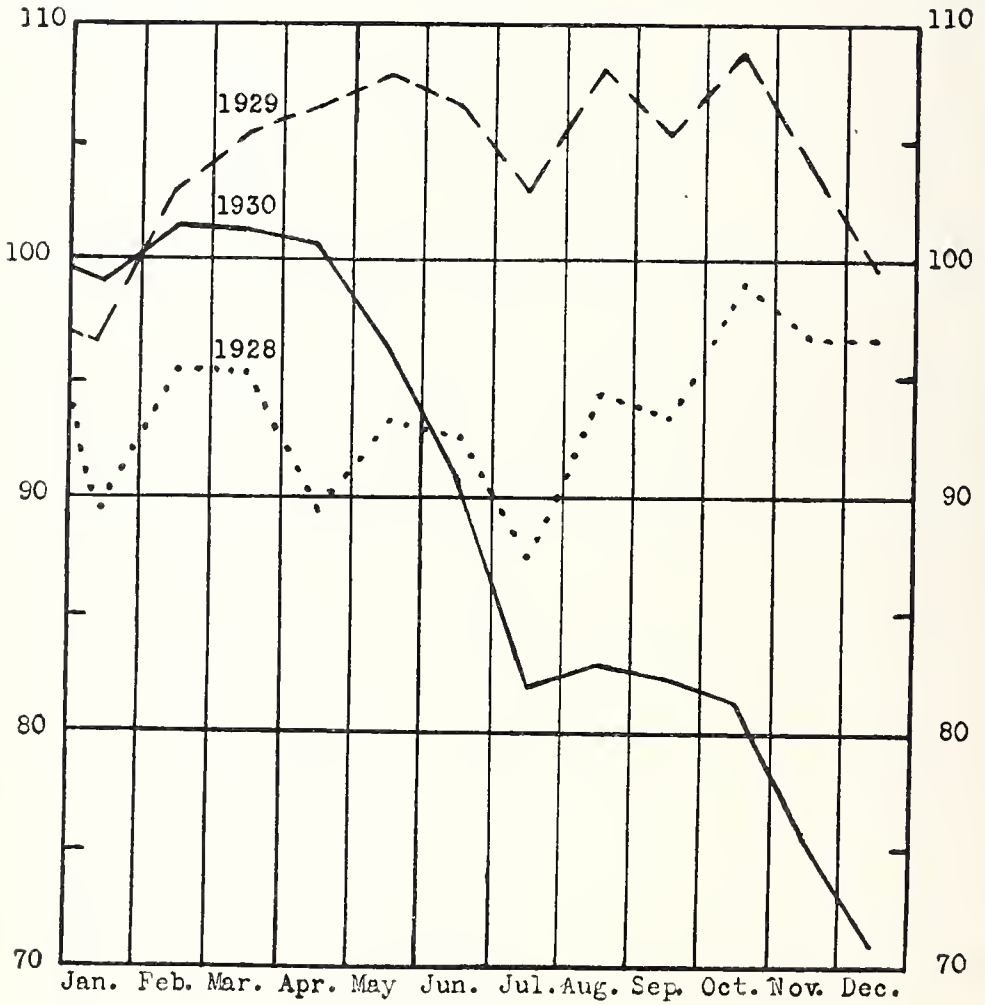




## WAGE PAYMENT IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA

Monthly Indexes 1928, 1929, 1930

Monthly Average 1923-1925 = 100



**REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF JANUARY, 1931**  
(FOUR WEEKS, DECEMBER 29, 1930, TO JANUARY 24, 1931, INCLUSIVE)

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>GRAND TOTAL</b> .....	8,510	5,294	3,216	2,570	1,532	1,038	3,076	1,815	1,261	2,280	1,379	901
Total industrial group (skilled).....	3,083	2,294	789	766	570	196	965	707	258	625	474	151
Building and construction.....	482	482	...	69	69	...	84	84	...	59	59	...
Shipbuilding.....	60	60	...	94	94	...	131	131	...	81	81	...
Chemicals and allied products.....	1	1	...	5	...	5	3	...	3	2	...	2
Clay, glass and stone products.....	3	3	...	...	...	...	...	...	...	...	...	...
Clothing.....	48	25	23	20	1	19	29	...	28	20	1	19
Textiles.....	133	83	50	3	1	2	5	1	4	3	1	2
Food and kindred products.....	108	97	11	8	2	6	14	4	10	3	1	2
Leather, rubber and composition goods.....	47	42	5	...	...	...	...	...	...	...	...	...
Lumber, woodwork and furniture.....	51	51	...	12	...	...	19	19	...	10	10	...
Paper and printing.....	46	36	10	6	4	2	6	4	2	6	4	2
Metals and metal products.....	514	485	29	134	132	2	179	175	4	110	109	1
Mines and quarries.....	50	50	...	17	17	...	7	7	...	7	7	...
Transportation and public utilities.....	287	264	23	16	12	4	20	15	5	14	10	4
Hotel and restaurant.....	557	179	378	176	72	104	222	87	135	144	59	85
Wholesale and retail trade.....	360	242	118	142	101	41	165	112	53	104	81	23
Miscellaneous.....	336	194	142	64	53	11	81	67	14	62	51	11
<b>Total other groups</b> .....	5,427	3,000	2,427	1,804	962	842	2,111	1,108	1,003	1,655	905	750
Clerical and professional.....	1,199	680	519	173	129	44	281	178	103	144	104	40
Agriculture.....	28	28	...	4	...	...	3	3	...	2	2	...
Semi-skilled.....	1,404	425	979	666	407	559	764	114	650	570	102	468
Unskilled.....	1,827	1,573	254	473	445	28	558	523	35	445	420	25
Casual and day workers*.....	969	294	675	488	277	211	505	290	215	494	277	217
<b>December, 1930</b> .....	10,549	7,320	3,229	2,879	1,747	1,132	3,558	2,220	1,338	2,607	1,567	1,040
<b>January, 1930</b> .....	8,271	5,589	2,682	2,544	1,669	875	2,945	1,936	1,009	2,092	1,345	747
<b>January, 1929</b> .....	8,364	5,899	2,465	3,379	2,198	1,181	4,108	2,617	1,491	2,560	1,743	817
Per cent of applicants placed.....	27	26	28	89	90	87	74	76	71	77	77	77
Per cent of openings filled.....	...	...	...	...	...	...	...	...	...	...	...	...
Per cent of persons referred placed.....	...	...	...	...	...	...	...	...	...	...	...	...

\*The placement of each casual or day worker is recorded for only one (1) placement per week.

# EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Jan. 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Jan. 15, 1931	Index Numbers 1923-1925 = 100		Week Ended Jan. 15, 1931	Dec. 15, 1930	
			Jan., 1931	Per cent change compared with			Jan., 1931	Dec., 1930			
				Dec., 1930	Jan., 1930						
ALL MANUFACTURING INDUSTRIES: (51) 42%	828	267,353	78.9	- 4.2	-18.0	\$5,904,559	66.2	- 6.5	-32.7	\$22.09	\$22.66
Metal products: (12) 57%	244	131,105	76.4	- 2.9	-21.0	3,090,520	63.8	- 1.4	-36.0	23.57	23.20
Blast furnaces.....	9	1,459	45.6	- 6.6	-23.9	37,669	39.3	-10.7	-32.8	25.82	27.13
Steel works and rolling mills.....	48	68,462	70.3	- 1.8	-17.5	1,664,214	59.1	+ 2.8	-33.7	24.31	23.20
Iron and steel forgings.....	10	1,672	77.2	-10.9	-30.1	36,820	66.2	-21.2	-40.4	22.02	24.90
Structural iron work.....	10	3,609	91.1	- 5.1	-21.1	73,273	64.5	-15.0	-40.4	20.30	22.68
Steam and hot water heating appliances.....	16	3,930	92.8	+ 0.1	- 6.2	91,722	75.5	- 7.5	-21.5	23.34	25.08
Stoves and furnaces.....	8	476	52.9	-28.4	-32.5	9,163	33.4	-39.2	-52.5	19.25	22.67
Foundries.....	37	7,445	76.9	- 2.4	-26.8	165,384	59.7	- 5.5	-42.8	22.21	22.96
Machinery and parts.....	43	8,595	85.6	- 2.8	-22.7	203,807	68.3	- 7.7	-41.6	23.71	25.02
Electrical apparatus.....	22	27,065	96.6	- 5.3	-25.9	643,447	88.1	- 1.7	-38.1	23.77	22.91
Engines and pumps.....	10	2,506	66.7	- 3.1	-32.3	53,515	53.1	- 8.3	-48.0	21.35	22.56
Hardware and tools.....	20	5,234	78.4	- 1.0	-20.6	96,823	61.1	- 6.9	-33.4	18.50	19.62
Brass and bronze products.....	12	652	74.7	+ 1.1	-25.8	14,683	63.0	- 5.8	-41.4	22.52	24.16
Transportation equipment: (5) 74%	37	19,803	54.7	- 7.9	-28.6	431,704	40.2	-13.5	-49.1	21.80	23.22
Automobiles.....	5	2,579	51.3	- 1.0	- 9.4	51,772	27.6	+ 3.8	-34.9	20.07	19.18
Automobile bodies and parts.....	11	3,322	49.0	- 8.4	-39.7	67,854	33.3	-25.2	-55.6	20.43	24.89
Locomotives and cars.....	11	7,646	30.3	-13.2	-43.8	153,844	21.3	-23.7	-61.8	20.12	22.83
Railroad repair shops.....	6	2,897	72.8	- 2.5	- 7.1	67,489	63.1	+ 4.8	-25.9	23.30	21.65
Shipbuilding.....	4	3,359	76.2	- 3.2	- 9.8	90,745	117.2	- 2.7	-12.3	27.02	26.86
Textile products: (11) 27%	163	48,229	87.4	- 3.6	-16.5	832,276	73.6	-12.7	-31.0	17.26	19.00
Cotton goods.....	12	2,110	59.2	+ 0.7	-24.1	41,307	49.8	+ 2.5	-27.8	19.58	19.25
Woolens and worsteds.....	13	3,296	52.9	+ 2.1	-15.5	64,390	44.2	+ 5.6	-25.5	19.54	21.11
Silk goods.....	46	17,532	98.9	- 2.4	-13.5	277,871	89.7	-16.5	-23.4	15.85	18.54
Textile dyeing and finishing.....	12	1,702	90.2	- 2.2	- 8.9	35,730	77.7	- 6.4	-27.6	20.99	21.96
Carpets and rugs.....	10	2,156	49.9	-14.3	-29.3	38,100	34.3	-22.7	-44.0	17.67	19.55
Hats.....	4	3,290	83.4	- 3.8	-11.7	60,490	62.6	- 2.5	-32.7	18.39	18.16
Hosiery.....	27	11,902	102.4	- 6.2	-20.8	233,244	95.9	-14.1	-37.8	19.60	21.44
Knit goods, other.....	13	2,050	74.9	- 9.3	-26.4	25,940	53.9	-18.9	-46.9	12.65	14.18
Men's clothing.....	9	749	74.4	+ 1.1	-14.5	9,058	55.2	+ 0.4	-43.7	12.09	12.17
Women's clothing.....	9	1,454	136.0	+ 8.9	+ 7.7	20,931	137.0	+ 9.9	+ 4.7	14.40	14.26
Shirts and furnishings.....	8	1,988	133.6	- 7.2	- 8.2	25,215	113.0	-14.0	-20.6	12.68	13.71

# EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>—(Continued)

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES												
GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS		
		No. of Wage Earners Week Ended Jan. 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Jan. 15, 1931	Index Numbers 1923-1925 = 100		Per cent change compared with Jan. 1931	Per cent change compared with Dec., 1930	Jan. 1931	Dec. 1930
			Per cent change									
			Jan., 1931	Dec., 1930	Jan., 1930							
Foods and tobacco: (5) 32%	93	19,933	97.7	- 6.9	- 8.3	387,319	90.3	-11.0	-13.3	19.43	20.29	
Bread and bakery products.....	26	3,955	109.5	- 0.8	- 2.5	102,907	102.8	- 4.7	- 8.9	26.02	27.05	
Confectionery.....	14	4,287	97.0	- 4.2	- 9.3	79,902	92.6	- 7.4	-13.7	18.64	19.12	
Ice cream.....	11	1,091	88.8	- 1.6	- 3.2	34,152	87.0	- 3.2	- 7.8	31.30	31.82	
Meat packing.....	13	2,009	97.9	+ 1.3	- 4.7	57,269	91.4	- 6.2	- 7.6	28.51	30.37	
Cigars and tobacco.....	29	8,591	89.7	-12.7	-11.1	113,089	72.2	-21.5	-20.0	13.16	14.78	
Stone, clay and glass products: (3) 42%	69	11,327	57.5	- 5.7	-21.0	220,696	39.6	-19.3	-38.3	19.48	22.72	
Brick, tile and pottery.....	32	3,670	66.6	- 3.2	-17.8	60,719	43.4	-12.7	-39.0	16.54	18.34	
Cement.....	15	4,224	51.6	- 6.2	-15.8	103,006	40.0	-11.9	-29.2	24.39	25.98	
Glass.....	22	3,433	57.3	- 7.6	-28.5	56,971	37.3	-34.3	-49.0	16.60	23.24	
Lumber products: (3) 27%	51	3,469	52.8	-12.3	-36.8	60,199	40.8	-20.5	-48.9	17.35	19.11	
Lumber and planing mills.....	16	844	36.4	-13.1	-50.6	15,450	30.5	-14.1	-57.3	18.31	18.49	
Furniture.....	29	1,838	56.9	-12.7	-36.4	33,330	43.3	-23.9	-49.9	18.13	20.71	
Wooden boxes.....	6	787	59.9	- 9.8	-10.9	11,419	45.0	-17.6	-23.9	14.51	15.90	
Chemical products: (5) 47%	59	10,988	86.3	- 2.6	- 9.3	298,471	84.2	- 5.2	-14.1	27.16	27.93	
Chemicals and drugs.....	35	1,227	71.2	+ 0.7	-17.4	32,787	68.2	- 2.7	-20.5	26.72	27.64	
Coke.....	3	2,192	74.4	- 0.9	-10.6	55,600	60.1	- 1.6	-22.5	25.36	25.56	
Explosives.....	3	490	76.1	- 1.3	-11.2	11,197	80.1	+ 0.1	-18.3	22.85	22.54	
Paints and varnishes.....	12	1,205	79.8	- 8.2	-13.6	27,718	73.6	-13.9	-18.2	23.00	24.61	
Petroleum refining.....	6	5,874	118.2	- 2.5	- 6.5	171,169	120.0	- 5.4	- 8.7	29.14	30.02	
Leather and rubber products: (4) 46%	47	10,144	90.9	- 0.1	-11.2	209,539	83.5	- 6.5	-20.2	20.66	22.06	
Leather tanning.....	17	5,614	102.1	+ 3.5	- 5.4	127,249	89.8	-10.6	-16.1	22.67	24.50	
Shoes.....	19	3,105	83.4	+ 6.1	-17.2	46,793	74.2	+ 6.5	-30.5	15.07	15.03	
Leather products, other.....	7	602	75.9	- 3.3	-28.2	14,774	79.8	- 6.3	-23.0	24.54	25.37	
Rubber tires and goods.....	4	823	84.5	+ 2.9	- 7.8	20,723	86.5	- 5.8	-16.7	25.18	27.54	

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS			AVERAGE WEEKLY EARNINGS		
		No. of Wage Earners Week Ended Jan. 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Jan. 15 1931	Index Numbers 1923-1925 = 100		Week Ended		
			Jan., 1931	Per cent change compared with			Jan., 1931	Dec., 1930			
				Dec., 1930	Jan., 1930						
Paper and printing: (3) 30%	65	12,355	95.1	- 1.9	- 5.4	373,835	96.2	- 5.5	30.26	Dec. 15, 1930	31.42
Paper and wood pulp.....	12	3,333	80.7	- 0.5	- 8.8	77,989	70.3	-10.9	23.40		26.13
Paper boxes and bags.....	9	810	80.5	- 6.9	-14.3	11,075	75.2	-21.7	13.67		16.52
Printing and publishing.....	44	8,212	101.9	- 1.7	- 2.4	284,771	106.4	- 3.0	34.68		35.11
Anthracite coal mining <sup>2</sup> 50%	159	124,032	88.3	- 8.5	-16.4	3,497,067	75.8	-10.8	28.19		28.91
Bituminous coal mining <sup>3</sup> 35%	399	63,990	88.6	+ 2.5	- 8.0	1,218,992	66.3	- 6.1	19.05		20.75
Construction and contracting 5%	63	4,114	67.2	-19.6	-25.9	104,651	58.8	-10.1	25.44		24.36
Street railways 55%	5	13,253	78.3	- 0.8	- 8.5	447,783	82.1	- 0.7	33.79		33.79
Retail trade 25%	70	26,485	93.1	-18.0	- 4.7	.....	....	.....	.....		.....
Wholesale trade 12%	84	4,134	88.9	- 3.7	- 4.2	.....	....	.....	.....		.....

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

<sup>2</sup>Anthracite figures are from the Anthracite Bureau of Information.

<sup>3</sup>Bituminous figures are from the U. S. Bureau of Labor Statistics (chain index—January, 1929 = 100).



## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Jan. 15, 1931	Total Weekly Wages Week Ended Jan. 15, 1931	Total Weekly Employee Hours		Average Hourly Earnings Week Ended	
				Jan. 15, 1931	Dec. 15, 1930	Jan. 15, 1931	Dec. 15, 1930
ALL MANUFACTURING INDUSTRIES: (48).....	557	193,197	\$4,358,134	7,617,547	8,033,253	\$ .572	\$ .567
Metal products:	190	112,494	2,665,400	4,250,377	4,296,819	.627	.618
Blast furnaces.....	7	1,398	36,367	60,748	67,964	.599	.599
Steel works and rolling mills.....	33	58,510	1,422,127	2,205,764	2,173,585	.645	.626
Iron and steel forgings.....	8	1,137	27,523	49,876	51,789	.552	.587
Structural iron work.....	7	1,607	35,039	59,153	67,394	.592	.579
Steam and hot water heating appliances.....	13	2,658	59,995	103,439	114,675	.580	.586
Stoves and furnaces.....	3	1,129	2,498	3,999	4,199	.625	.626
Foundries.....	30	6,748	149,596	246,213	261,360	.608	.609
Machinery and parts.....	36	7,358	172,213	288,170	310,030	.598	.600
Electrical apparatus.....	19	26,170	623,154	989,371	998,849	.630	.625
Engines and pumps.....	10	2,506	53,515	86,716	92,864	.617	.628
Hardware and tools.....	14	3,681	70,392	133,552	129,924	.527	.551
Brass and bronze products.....	10	592	12,981	23,376	24,186	.555	.562
Transportation equipment:	28	13,797	301,288	485,380	520,469	.621	.630
Automobiles.....	5	2,579	51,772	85,474	82,626	.606	.603
Automobile bodies and parts.....	8	2,982	61,006	103,216	137,874	.591	.607
Locomotives and cars.....	7	3,119	61,476	108,094	100,291	.569	.584
Railroad repair shops.....	4	1,758	36,289	51,099	59,455	.710	.711
Shipbuilding.....	4	3,359	90,745	137,497	140,223	.660	.665
Textile products:	92	28,118	481,810	1,179,110	1,351,387	.409	.412
Cotton goods.....	9	1,035	21,137	47,705	44,363	.443	.430
Woolens and worsteds.....	7	1,323	27,378	58,380	59,411	.469	.472
Silk goods.....	32	13,408	210,994	538,101	654,791	.392	.391
Textile dyeing and finishing.....	7	734	12,376	23,217	23,953	.533	.497
Carpets and rugs.....	6	1,725	31,032	63,054	65,312	.492	.489
Hosiery.....	10	6,027	125,137	287,966	324,109	.435	.463
Knit goods, other.....	9	1,389	18,058	47,220	63,217	.382	.375
Men's clothing.....	3	1,700	1,956	6,439	4,258	.304	.348
Women's clothing.....	6	1,291	19,620	62,490	58,236	.314	.314
Shirts and furnishings.....	3	1,016	14,122	44,538	53,737	.317	.298

## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Jan. 15, 1931	Total Weekly Wages Week Ended Jan. 15, 1931	Total Weekly Employe Hours		Average Hourly Earnings Week Ended	
				Jan. 15, 1931	Dec. 15, 1930	Jan. 15, 1931	Dec. 15, 1930
Foods and tobacco:	52	8,472	\$ 182,576	409,274	431,342	\$ .446	\$ .452
Bread and bakery products.....	19	2,107	50,256	103,612	107,112	.485	.476
Confectionery.....	7	2,145	43,128	100,960	103,257	.427	.426
Ice cream.....	8	660	38,173	51,507	55,969	.558	.549
Meat packing.....	7	1,016	28,733	115,022	126,419	.338	.364
Cigars and tobacco.....	11	2,544	38,905				
Stone, clay and glass products:	44	8,087	158,706	296,742	371,851	.535	.546
Brick, tile and pottery.....	21	2,317	40,186	85,001	90,455	.473	.486
Cement.....	10	3,376	80,000	147,897	179,612	.541	.529
Glass.....	13	2,394	38,520	63,844	101,784	.603	.630
Lumber products:	44	2,478	47,007	86,669	113,264	.542	.527
Lumber and planing mills.....	13	457	10,389	16,801	21,128	.618	.583
Furniture.....	27	1,591	28,937	54,312	74,749	.533	.521
Wooden boxes.....	4	430	7,681	15,556	17,387	.494	.483
Chemical products:	29	7,385	206,811	359,775	364,291	.575	.606
Chemicals and drugs.....	15	728	19,941	39,994	40,852	.499	.490
Paints and varnishes.....	9	1,160	26,451	44,208	54,897	.598	.555
Petroleum refining.....	5	5,497	160,419	275,573	268,542	.582	.634
Leather and rubber products:	31	5,152	107,413	229,843	234,134	.467	.498
Leather tanning.....	9	2,167	49,758	92,504	111,630	.538	.536
Shoes.....	12	1,621	23,025	73,917	57,773	.347	.347
Leather products, other.....	6	541	13,907	25,980	26,383	.535	.559
Rubber tires and goods.....	4	823	20,723	37,442	38,348	.553	.575
Paper and printing:	47	7,214	207,123	320,377	349,696	.646	.638
Paper and wood pulp.....	8	2,459	57,330	108,755	128,110	.527	.524
Paper boxes and bags.....	6	430	6,147	16,226	21,140	.379	.379
Printing and publishing.....	33	4,325	143,646	195,396	200,446	.735	.739
Construction and contracting.....	47	2,369	58,138	86,051	136,836	.676	.641

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—CITY AREAS<sup>1</sup>

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Jan. 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Jan. 15, 1931	Index Numbers 1923-1925 = 100			Week Ended	Dec. 15, 1930
			Jan., 1931	Per cent change compared with			Jan., 1931	Per cent change compared with			
				Dec., 1930	Jan., 1930			Dec., 1930	Jan., 1930		
Allentown—Bethlehem—Easton.....	78	21,427	71.9	— 7.2	—19.8	\$ 532,881	65.1	— 6.5	—30.2	\$24.87	\$24.68
Altoona.....	14	2,304	78.2	— 0.6	— 9.3	43,359	69.4	— 7.0	—24.7	18.82	20.07
Erie.....	23	7,682	82.5	— 6.1	—26.8	160,009	60.6	—20.7	—48.3	20.83	24.62
Harrisburg.....	36	10,028	86.7	+ 0.2	—16.9	220,014	78.6	+ 1.2	—29.8	21.94	21.74
Hazleton—Pottsville.....	20	3,383	71.0	+ 4.4	—32.6	61,670	63.7	— 0.5	—40.9	18.23	19.15
Johnstown.....	15	6,980	66.6	+ 5.5	—32.9	221,713	61.5	+25.5	—41.1	31.76	26.71
Lancaster.....	28	4,679	73.2	— 4.7	— 9.2	88,767	61.4	—12.7	—21.6	18.97	20.56
New Castle.....	11	4,432	61.5	— 6.7	—18.2	103,591	49.3	— 9.4	—28.0	23.37	24.08
Philadelphia.....	248	78,073	79.2	— 5.1	—22.2	1,885,082	73.5	— 9.0	—32.0	24.15	25.19
Pittsburgh.....	88	65,044	71.5	— 2.3	—14.6	1,443,679	57.2	— 1.5	—31.4	22.20	22.03
Reading—Lebanon.....	63	21,540	83.7	— 4.0	—18.3	427,235	67.8	— 8.1	—37.7	19.83	20.74
Scranton.....	28	4,401	84.7	— 4.6	— 9.4	65,224	68.3	—15.7	—20.1	14.82	16.70
Sunbury.....	23	7,802	77.5	— 1.6	—10.8	133,197	62.5	—16.0	—21.5	17.07	19.98
Wilkes-Barre.....	25	6,438	91.5	— 5.6	—10.8	94,628	78.9	—18.2	—21.6	14.70	16.94
Williamsport.....	25	3,808	64.4	— 7.1	—27.2	70,875	53.9	— 8.5	—40.1	18.61	18.85
York.....	49	5,556	85.0	— 9.8	—12.0	95,501	69.2	—18.7	—28.1	17.19	19.07

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

CHANGES IN THE COST OF LIVING<sup>1</sup>

Index numbers showing changes in cost of groups of items entering into cost of living in the United States, 1913 to December, 1930

DATE	INDEX NUMBERS						
	Food	Clothing	Rent	Fuel and Light	House Furnishings	Miscellaneous	All Items
December, 1913.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
December, 1914.....	105.0	101.0	100.0	101.0	104.0	103.0	103.0
December, 1915.....	105.0	104.7	101.5	101.0	110.6	107.4	105.1
December, 1916.....	126.0	120.0	102.3	108.4	127.8	113.3	118.3
December, 1917.....	157.0	149.1	100.1	124.1	150.6	140.5	142.4
December, 1918.....	187.0	205.3	109.2	147.9	213.6	165.8	174.4
December, 1919.....	197.0	268.7	125.3	156.8	263.5	190.2	199.3
December, 1920.....	178.0	258.5	151.1	194.9	285.4	208.2	200.4
December, 1921.....	149.9	184.4	161.4	181.1	218.0	206.8	174.3
December, 1922.....	146.6	171.5	161.9	186.4	208.2	200.5	169.5
December, 1923.....	150.3	176.3	166.5	184.0	222.4	201.7	173.2
December, 1924.....	151.5	171.3	168.2	180.5	216.0	201.7	172.5
December, 1925.....	165.5	169.4	167.1	186.9	214.3	203.5	177.9
December, 1926.....	161.8	166.7	164.2	188.3	207.7	203.9	175.6
December, 1927.....	155.9	162.9	160.2	183.2	204.6	205.1	172.0
December, 1928.....	155.8	161.9	155.9	181.3	199.7	207.1	171.3
December, 1929.....	158.0	160.5	151.9	178.7	197.7	207.9	171.4
December, 1930.....	137.2	153.0	146.5	175.0	188.3	208.1	160.7

Index numbers showing changes in cost of living in Philadelphia,  
December, 1914, to December, 1930

DATE	INDEX NUMBERS						
	Food	Clothing	Rent	Fuel and Light	House Furnishings	Miscellaneous	All Items
December, 1914.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
December, 1915.....	100.3	103.6	99.7	99.2	106.9	101.2	101.2
December, 1916.....	118.9	116.0	99.3	105.4	119.9	114.7	114.7
December, 1917.....	154.4	151.3	102.6	121.5	149.8	143.8	143.8
December, 1918.....	180.7	216.2	108.0	147.9	207.7	167.5	173.9
December, 1919.....	187.2	290.3	116.7	151.3	262.8	188.6	196.5
December, 1920.....	168.1	283.5	138.0	196.0	283.4	222.3	200.7
December, 1921.....	143.9	204.6	148.1	192.0	201.6	216.2	174.3
December, 1922.....	143.4	187.6	152.9	193.0	196.9	210.7	170.7
December, 1923.....	145.1	188.2	166.9	202.2	211.6	212.0	174.7
December, 1924.....	146.4	184.4	175.3	194.8	200.5	217.6	176.1
December, 1925.....	162.0	183.6	177.1	200.5	197.9	217.6	182.6
December, 1926.....	161.2	180.3	177.3	198.5	192.3	221.5	182.3
December, 1927.....	155.9	177.4	172.1	190.5	187.7	221.2	178.3
December, 1928.....	151.7	174.0	163.8	187.3	183.9	220.3	174.5
December, 1929.....	156.1	171.2	156.5	186.3	184.7	221.2	175.0
December, 1930.....	134.4	164.9	151.2	195.8	175.3	220.7	164.5

\*Source: Monthly Labor Review, U. S. Department of Labor.

# CHANGES IN THE COST OF LIVING<sup>1</sup>—(Concluded)

Index numbers showing changes in cost of living in Pittsburgh,  
December, 1917, to December, 1930

DATE	INDEX NUMBERS						
	Food	Cloth- ing	Rent	Fuel and Light	House Furnish- ings	Miscel- laneous	All Items
December, 1917. . . . .	100.0	100.0	100.0	100.0	100.0	100.0	100.0
December, 1918. . . . .	118.8	135.9	107.6	109.2	126.3	116.3	119.8
December, 1919. . . . .	125.1	182.8	115.5	109.8	163.1	128.3	136.2
December, 1920. . . . .	114.3	175.4	135.0	164.4	178.1	146.3	139.3
December, 1921. . . . .	94.4	123.6	155.3	166.2	131.6	148.0	122.8
December, 1922. . . . .	94.6	113.1	156.7	172.8	125.1	142.8	120.1
December, 1923. . . . .	97.9	114.9	160.7	176.9	129.0	143.1	122.9
December, 1924. . . . .	97.6	111.2	172.1	192.2	129.8	146.6	124.9
December, 1925. . . . .	106.2	110.5	175.2	189.9	128.0	146.8	128.5
December, 1926. . . . .	105.6	105.5	175.0	191.9	124.3	146.4	127.2
December, 1927. . . . .	101.4	103.8	174.4	188.0	121.9	146.2	124.8
December, 1928. . . . .	102.1	103.5	171.6	186.0	116.4	146.9	124.4
December, 1929. . . . .	101.2	102.1	167.1	186.0	114.6	147.5	123.2
December, 1930. . . . .	86.6	96.1	163.7	184.4	106.6	147.5	115.2

Index numbers showing changes in cost of living in Scranton,  
December, 1917, to December, 1930

DATE	INDEX NUMBERS						
	Food	Cloth- ing	Rent	Fuel and Light	House Furnish- ings	Miscel- laneous	All Items
December, 1917. . . . .	100.0	100.0	100.0	100.0	100.0	100.0	100.0
December, 1918. . . . .	121.3	134.4	100.5	124.7	127.0	121.4	121.9
December, 1919. . . . .	126.9	182.1	102.4	131.5	148.9	134.7	137.1
December, 1920. . . . .	117.8	176.5	118.5	167.3	162.0	150.4	139.1
December, 1921. . . . .	104.1	129.1	144.6	167.1	130.7	152.4	126.3
December, 1922. . . . .	97.9	120.7	153.6	168.6	128.5	149.3	122.4
December, 1923. . . . .	100.2	123.2	160.8	175.3	134.9	151.7	125.8
December, 1924. . . . .	98.4	121.1	168.6	175.7	134.6	153.7	125.8
December, 1925. . . . .	109.6	120.2	170.5	199.8	133.9	155.4	132.0
December, 1926. . . . .	106.7	118.3	172.4	178.5	133.7	155.9	129.8
December, 1927. . . . .	105.0	116.3	173.4	175.3	132.1	155.9	128.5
December, 1928. . . . .	104.3	115.3	171.7	172.2	129.3	157.8	127.8
December, 1929. . . . .	106.5	113.7	163.9	167.6	126.0	157.3	127.3
December, 1930. . . . .	91.9	110.7	159.1	166.1	122.9	156.8	119.5

\*Source: Monthly Labor Review U. S. Department of Labor.



## POPULATION—1930

Items of interest from the summary of population for the United States  
as established by the fifteenth decennial census

	1930	1920	Per Cent Increase in 1930
Population—Continental United States.....	122,775,046	105,710,620	+ 16.1
Population—Outlying possessions.....	14,233,389	12,112,545	+ 17.5
Total population.....	137,008,435	117,823,165	+ 16.3
Population—Pennsylvania.....	9,631,350	8,720,017	+ 10.5
Population—Five largest cities in U. S.			
New York.....	6,930,446	5,620,048	+ 23.3
Chicago.....	3,376,438	2,701,705	+ 25.0
Philadelphia.....	1,950,961	1,823,779	+ 7.0
Detroit.....	1,568,662	993,678	+ 57.8
Los Angeles.....	1,234,048	576,673	+114.7
Population—Ten largest cities in Pennsylvania			
Philadelphia.....	1,950,961	1,823,779	+ 7.0
Pittsburgh.....	669,817	588,343	+ 13.8
Scranton.....	143,433	137,783	+ 4.1
Erie.....	115,967	93,372	+ 24.2
Reading.....	111,171	107,784	+ 3.1
Allentown.....	92,563	73,502	+ 25.9
Wilkes-Barre.....	86,626	73,833	+ 17.3
Altoona.....	82,054	60,331	+ 36.0
Harrisburg.....	80,339	75,917	+ 5.8
Johnstown.....	66,993	67,327	— 5.0 <sup>1</sup>

<sup>1</sup>Decrease.

## Trend of population in Pennsylvania and in Continental United States

PERIOD	Per Cent Increase in Population	
	Pennsylvania	United States
1850-1860.....	25.7	35.6
1860-1870.....	21.2	22.6
1870-1880.....	21.6	30.1
1880-1890.....	22.8	25.5
1890-1900.....	19.9	20.7
1900-1910.....	21.6	21.0
1910-1920.....	13.8	14.9
1920-1930.....	10.5	16.1

Number of counties in Pennsylvania showing increase of population 1920 to 1930.....	48
Number of counties in Pennsylvania showing decrease of population 1920 to 1930.....	19
County in Pennsylvania showing largest percentage increase in population 1920 to 1930, Delaware.....	61.9%
County in Pennsylvania showing largest percentage decrease in population 1920 to 1930, Forest.....	30.7%
Density of population per square mile of land area in Continental United States in 1930....	41.3
Density of population per square mile of land area in Pennsylvania in 1930.....	214.8
State having greatest density of population per square mile of land area in 1930, Rhode Island.....	644.3

Note: The District of Columbia had a population density of 7,852.7 persons per square mile of land area in 1930.

Area in Continental United States having greatest population density in 1930, New York County, New York, with 84,877.8 persons per square mile of land area.

Area in Pennsylvania having greatest population density in 1930, Philadelphia County with 15,241.9 persons per square mile of land area.

Area in Pennsylvania having smallest population density in 1930, Forest County with 12.2 persons per square mile of land area.

# POPULATION AND LAND AREA OF COUNTIES IN PENNSYLVANIA IN 1930<sup>1</sup>

COUNTY	Population		Per Cent Increase or Decrease (—) 1930	Land Area in Square Miles in 1930	Population Per Square Mile in 1930
	1930	1920			
Entire State.....	9,631,350	8,720,017	+10.5	44,832	214.8
Adams.....	37,128	34,583	+7.4	528	70.3
Allegheny.....	1,374,410	1,185,808	+15.9	725	1,895.7
Armstrong.....	79,298	75,568	+4.9	653	121.4
Beaver.....	149,062	111,621	+33.5	429	347.5
Bedford.....	37,309	38,277	-2.5	1,026	36.4
Berks.....	231,717	200,854	+15.4	865	267.9
Blair.....	139,840	128,334	+9.0	535	261.4
Bradford.....	49,039	53,166	-7.8	1,145	42.8
Bucks.....	96,727	82,476	+17.3	608	159.1
Butler.....	80,480	77,270	+4.2	790	101.9
Cambria.....	203,146	197,839	+2.7	717	283.3
Cameron.....	5,307	6,297	-15.7	392	13.5
Carbon.....	63,380	62,565	+1.3	406	156.1
Centre.....	46,294	44,304	+4.5	1,146	40.4
Chester.....	126,629	115,120	+10.0	777	163.0
Clarion.....	34,531	36,170	-4.5	601	57.5
Clearfield.....	86,727	103,236	-16.0	1,142	75.9
Clinton.....	32,319	33,555	-3.7	878	36.8
Columbia.....	48,803	48,349	+0.9	479	101.9
Crawford.....	62,980	60,667	+3.8	1,038	60.7
Cumberland.....	68,236	58,578	+16.5	528	129.2
Dauphin.....	165,231	153,116	+7.9	522	316.5
Delaware.....	280,264	173,084	+61.9	185	1,514.9
Elk.....	33,431	34,981	-4.4	806	41.5
Erie.....	175,277	153,536	+14.2	781	224.4
Fayette.....	198,542	188,104	+5.5	796	249.4
Forest.....	5,180	7,477	-30.7	424	12.2
Franklin.....	65,010	62,275	+4.4	751	86.6
Fulton.....	9,231	9,617	-4.0	403	22.9
Greene.....	41,767	30,804	+35.6	574	72.8
Huntingdon.....	39,021	39,848	-2.1	918	42.5
Indiana.....	75,395	80,910	-6.8	829	90.9
Jefferson.....	52,114	62,104	-16.1	666	78.2
Juniata.....	14,325	14,464	-1.0	392	36.5
Lackawanna.....	310,397	286,311	+8.4	451	688.2
Lancaster.....	196,882	173,797	+13.3	941	209.2
Lawrence.....	97,258	85,545	+13.7	360	270.2
Lebanon.....	67,103	63,152	+6.3	360	186.4
Lehigh.....	172,893	148,101	+16.7	344	502.6
Luzerne.....	445,109	390,991	+13.8	892	499.0
Lycoming.....	93,421	83,100	+12.4	1,220	76.6
McKean.....	55,167	48,934	+12.7	987	55.9
Mercer.....	99,246	93,788	+5.8	700	141.8
Mifflin.....	40,335	31,439	+28.3	398	101.3
Monroe.....	28,286	24,295	+16.4	623	45.4
Montgomery.....	265,804	199,310	+33.4	484	549.2
Montour.....	14,517	14,080	+3.1	130	111.7
Northampton.....	169,304	153,506	+10.3	372	455.1
Northumberland.....	128,504	122,079	+5.3	454	283.0
Perry.....	21,744	22,875	-4.9	564	38.6
Philadelphia.....	1,950,961	1,823,779	+7.0	128	15,241.9
Pike.....	7,483	6,818	+9.8	544	13.8
Potter.....	17,489	21,089	-17.1	1,071	16.3
Schuylkill.....	235,505	217,754	+8.2	777	303.1
Snyder.....	18,836	17,129	+10.0	311	60.6
Somerset.....	80,764	82,112	-1.6	1,034	78.1
Sullivan.....	7,499	9,520	-21.2	458	16.4
Susquehanna.....	33,806	34,763	-2.8	824	41.0
Tioga.....	31,871	37,118	-14.1	1,142	27.9
Union.....	17,468	15,850	+10.2	305	57.3
Venango.....	63,226	59,184	+6.8	661	95.7
Warren.....	41,453	40,024	+3.6	902	46.0
Washington.....	204,802	188,992	+8.4	862	237.6
Wayne.....	28,420	27,435	+3.6	739	38.5
Westmoreland.....	294,995	273,568	+7.8	1,039	283.9
Wyoming.....	15,517	14,101	+10.0	397	39.1
York.....	167,135	144,521	+15.6	903	185.1

<sup>1</sup>Source: Population Bulletin, U. S. Department of Commerce.

**JANUARY TOTAL OF ACCIDENTS IN INDUSTRY DROPS  
25 PER CENT BELOW TOTAL FOR JANUARY, 1930.  
FATALITIES DECREASE 12 PER CENT**

Reports of 158 fatal and 10,614 non-fatal accidents to workers in industry were received at the Bureau of Workmen's Compensation during January, 1931. These totals represent a decrease of 22, or 12.2 per cent, in fatal accidents and a decrease of 3,493, or 24.8 per cent, in non-fatal accidents as compared with the industrial accident totals for January last year. In comparison to the totals for December, 1930, fatal accidents in January show a 20.6 per cent increase and non-fatal injuries a 5.6 per cent rise. The industrial accident total for January, 1931, is the lowest recorded for that month during the last 16 years and is 11.0 per cent lower than the previous low mark for January reached in January, 1922, when 152 fatal and 11,951 non-fatal accidents were reported.

The record of accidents for the three main divisions of industry for January, 1931, as compared with January, 1930, is as follows:

INDUSTRY	1931		1930		Per Cent Increase or Decrease in 1931	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
General industrial.....	64	6,237	84	8,678	-23.8	-28.1
Coal mining.....	75	3,864	79	4,591	- 5.1	-15.8
Transportation and public utilities....	19	513	17	838	+11.8	-38.9
<b>TOTAL.....</b>	<b>158</b>	<b>10,614</b>	<b>180</b>	<b>14,107</b>	<b>-12.2</b>	<b>-24.8</b>

The large accident reductions for the various industries in January are attributed primarily to the reduced volume of industrial activity in January, 1931, as compared with the same month a year ago. Wage payments in manufacturing industries for January, 1931, show a 32.7 per cent decrease as compared with the volume of wage payments in this industry for January, 1930. Records of January activity for other industries show corresponding reductions.

While periods of slack industrial activity almost invariably are characterized by corresponding reductions in accident totals, there is reason to believe that laxity in reporting accidents on the part of employers in some industries has had some share in decreasing the monthly accident totals. In this connection, the attention of employers is directed to the provisions of the Accident Reporting Law of July 19, 1913, P. L. 843, requiring the reporting of accidents to the Department of Labor and Industry. The law requires the reporting of all accidents involving personal injury to employes resulting in death, or in disability lasting two or more days. A penalty of one hundred dollars is imposed for failure to make such report. The Department urges a full compliance with the provisions of this law.

The increase of accident fatalities in industry for January as compared with December occurred principally in anthracite coal mining and in railroad transportation. Anthracite mines reported 54 fatal injuries during January, the highest total for more than a year and a 45.9 per cent increase over the number of fatalities reported in December, 1930. Railroads reported fourteen workers killed in January, the highest fatality total for this industry since last April. Fatal accident totals for other industries in January, 1931, as compared with December, 1930, were as follows: construction and contracting 15, a decrease of one; manufacturing 22, a reduction of 2; bituminous mines 21, also a decrease of 2; quarries 1, and none in December; transportation, other than railroad, 2, the same as in December; public utilities 3, a decrease of 1; trade 7, an increase of 2; hotels and restaurants 1, and none in December; state and municipal employment 7, a decrease of 1; and miscellaneous industries 11, an increase of 4.

Causes of fatal injuries to workers in industry during January were much the same as usual; falling objects, cars and engines, and falls of persons being the predominant agencies of fatal injuries to workers, and accounting for 59 per cent of total deaths from all causes. Fatal injuries from falling objects are principally those resulting from falls of roof in coal mines. Only 4 of the 54 deaths due to falling objects during January occurred outside of the coal mining industries. Of the 27 deaths from cars and engines in January, 24 were in the transportation and coal mining industries. Fourteen employes of railroads or railways and 8 coal mining workers were killed by cars during the month. Workers in other industries killed by cars and engines during January were metal manufacturing 4, and public utilities 1. Falls killed 22 workers in January, 8 in construction, 5 in manufacturing, 2 in coal mining, 2 in state and municipal employment, one each in public utilities and in retail trade, and 3 in miscellaneous industries.

The comparatively higher fatal accident frequency in the coal mining and in the transportation and public utility industries than in other industries is very well pictured by the January accident figures. The coal mining industries having 47.5 per cent of all fatal accidents report only 36.4 per cent of the non-fatal accident total, and the transportation and public utility group accounting for 12.0 per cent of total fatalities reports only 4.8 per cent of the non-fatal total, whereas the general industrial group reporting 58.8 per cent of all non-fatal accidents is responsible for only 40.5 per cent of the fatal injury total.

The records of fatal accidents for January are filled with descriptions of accidents where the unwitting or wilful disregard of a safe practice was responsible for a fatal injury. In fact in only 8 of the 158 fatal accident cases reported during the month can it be said that the fatal injury was due to the failure of a mechanical device. Lack of supervision, faulty instruction, disobedience of rules and orders, thoughtlessness, recklessness, and foolhardiness, all were implicated as accessory to the crime of involuntary industrial manslaughter.



*Lack of supervision*, when a painter is permitted to paint the columns of a building over a craneway when the crane is in operation. *Faulty instruction*, when a plasterer climbs a ladder with a large plank in his hand instead of hoisting it with a rope. *Disobedience of orders*, when a shovel operator swings the dipper directly over a co-worker's head. *Thoughtlessness*, when four members of the crew of a moving van are suffocated by fumes from a coke heater used to heat the truck in which they slept during a layover. *Recklessness*, when a roofer crosses an unprotected section of roof instead of using the cat walk provided for the purpose. *Foolhardiness*, when the attendants of a gas-filling station use a compressed air hose in the furtherance of criminal horseplay. The evidence of man-failure is ample. Inadequate guarding or lack of protective device was involved in only two deaths, unless the lack of protection in mine workings from falls of roof can be considered in this category. The number of deaths due to falls of top in coal mines tell the story of the need for more adequate protection in mine workings. The danger to life and limb in industry today is not so much from high-powered, mechanical devices as from faulty mental attitudes and from misdirected or impaired mental functions. The rules of safety are synonymous with principles of rational conduct.

## COMPENSATION

Compensation agreements were approved by the Bureau of Workmen's Compensation in 7,804 cases during January, 1931, involving payments to injured workers or to their dependents in the amount of \$1,372,470. This amount was made up as follows:

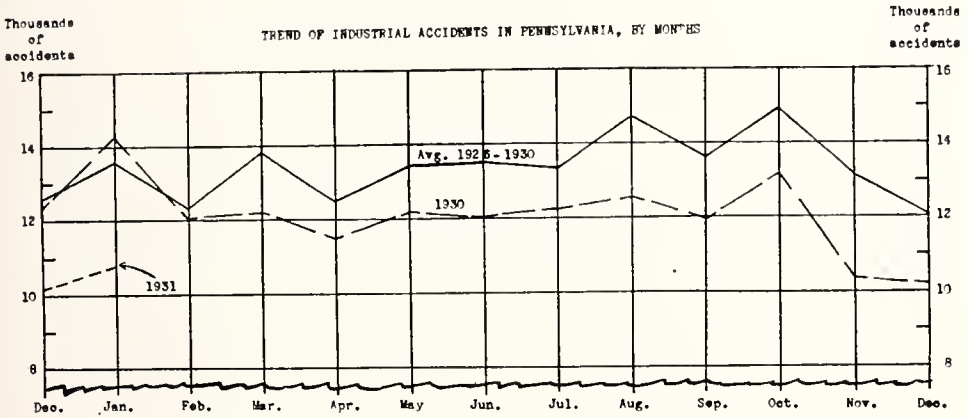
134 fatal cases . . . . .	\$435,014
373 permanent disability cases . . . . .	457,217
7,297 temporary disability cases . . . . .	480,239

The 373 cases of permanent disability compensated during January, 1931, included awards for the loss, or loss of use of, 55 eyes, 10 arms, 29 hands, 146 fingers, 91 phalanges, 12 legs, and 18 feet. Awards also were made in 22 cases for facial disfigurement, in 9 cases for miscellaneous permanent total disability, and in 22 cases for miscellaneous permanent partial disability, the latter group consisting of cases of temporary disability in which the period of disability is equivalent to between 50 and 75 per cent of the maximum compensable period specified for such injury. Two cases of double eye loss and two cases of double hand loss were included among the January awards. One of the eye victims was an anthracite miner who lost his sight in a premature blast. The other was employed in a machine shop and received his eye injuries when the material he was turning in a lathe was thrown from the machine and struck his head across the eyes. One of the workers who suffered the loss of both hands was an



employee of an electric utility company whose hands were severely burned while oiling a transformer when he placed his hands on handles closing two big street lighting circuits. The other double hand loss case was that of a worker engaged in tree surgery who was held up and robbed by a highway bandit. He was beaten into unconsciousness by the bandit and left lying along the highway. The day was bitterly cold and when found some hours later his hands were frost-bitten and frozen to the extent that he was deprived of their use for any industrial occupation.

Some reduction of the severity of injury is indicated for the January cases. The average length of disability for the temporary disability cases compensated during January, 1931, was 39.7 days as compared with an average period of 42.2 days of disability for all temporary disability cases compensated during the year 1930, a 5.9 per cent decrease in the average severity of injury.



# INDUSTRIAL ACCIDENT FREQUENCY FOR JANUARY, 1931, BY COUNTY

COUNTY <sup>1</sup>	Number of Accidents Reported		Rate of Accidents per 1,000 of Estimated Working Population <sup>2</sup>		Comparative Rank of Low Accident Frequency
	Fatal	Non-fatal	January, 1931	Equivalent Annual Rate	
All Counties (67)—Total.....	158	10,614	2.93	34.50	..
Adams.....	..	15	1.05	12.36	4
Allegheny.....	17	1,429	2.79	32.87	45
Armstrong.....	..	98	3.19	37.56	53
Beaver.....	2	145	2.71	31.91	41
Bedford.....	..	22	1.49	17.54	14
Berks.....	..	234	2.68	31.50	40
Blair.....	1	83	1.56	18.37	16
Bradford.....	..	29	1.47	17.31	13
Bucks.....	1	45	1.27	14.95	8
Butler.....	..	66	2.11	24.84	28
Cambria.....	8	374	4.86	57.16	61
Cameron.....	..	6	2.74	32.26	44
Carbon.....	..	85	3.43	40.39	56
Centre.....	1	61	3.36	39.56	55
Chester.....	1	95	1.98	23.31	22
Clarion.....	..	33	2.40	28.26	35
Clearfield.....	..	114	3.17	37.29	52
Clinton.....	1	32	2.57	30.26	38
Columbia.....	..	50	2.61	30.73	39
Crawford.....	1	56	2.33	27.43	34
Cumberland.....	..	42	1.63	19.19	17
Dauphin.....	1	173	2.72	32.03	42
Delaware.....	2	196	2.04	24.02	23
Elk.....	1	48	3.68	43.33	57
Erie.....	2	136	2.08	24.49	27
Fayette.....	2	224	2.94	34.62	49
Forest.....	1	17	7.82	92.07	67
Franklin.....	1	51	2.06	24.25	26
Fulton.....	..	4	1.09	12.83	5
Greene.....	..	44	2.91	34.26	48
Huntingdon.....	..	34	2.20	25.90	31
Indiana.....	5	122	4.16	48.98	60
Jefferson.....	..	65	3.00	35.32	51
Juniata.....	..	7	1.24	14.60	7
Lackawanna.....	18	729	6.26	73.71	64
Lancaster.....	4	161	2.21	26.02	32
Lawrence.....	..	44	1.19	14.01	6
Lebanon.....	1	64	2.51	29.55	37
Lehigh.....	4	106	1.69	19.90	18
Luzerne.....	20	1,094	6.51	76.65	65
Lycoming.....	1	49	1.41	16.60	11
McKean.....	1	78	3.79	44.62	58
Mercer.....	..	50	1.30	15.31	9
Mifflin.....	..	36	2.43	28.61	36
Monroe.....	..	29	2.72	32.03	43
Montgomery.....	4	178	1.88	22.10	20
Montour.....	..	4	.71	8.36	3
Northampton.....	1	141	2.19	25.79	30
Northumberland.....	5	301	6.15	72.41	63
Perry.....	..	4	.46	5.42	1
Philadelphia.....	11	1,534	2.05	24.14	24
Pike.....	..	4	1.37	16.13	10
Potter.....	..	14	1.92	22.61	21
Schuylkill.....	16	511	5.82	68.64	62
Snyder.....	..	4	.56	6.59	2
Somerset.....	3	205	6.52	76.77	66
Sullivan.....	..	9	2.83	33.32	46
Susquehanna.....	..	19	1.42	16.72	12
Tioga.....	..	39	2.97	34.97	50
Union.....	..	10	1.50	17.66	15
Venango.....	1	49	2.05	24.14	25
Warren.....	2	44	2.85	33.56	47
Washington.....	8	301	3.94	46.39	59
Wayne.....	..	25	2.26	26.61	33
Westmoreland.....	2	365	3.24	38.15	54
Wyoming.....	..	11	1.85	21.78	19
York.....	1	133	2.12	24.96	29
Out of State.....	7	34	....	....	..

<sup>1</sup>Counties having an accident rate higher than the average rate for all counties are printed in red.

<sup>2</sup>Rate is of accidents in all industries including the coal mining and transportation and public utility industries.

**ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION**  
**ACCIDENT REPORTS RECEIVED**

1930	Total			General Industrial		Coal Mining		Transportation and Public Utilities	
	Total	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
TOTAL—One Month, 1931.....	10,772	158	10,614	64	6,237	75	3,864	19	513
January.....	10,772	158	10,614	64	6,237	75	3,864	19	513
February.....	.....	...	.....	..	.....	..	.....	..	...
March.....	.....	...	.....	..	.....	..	.....	..	...
April.....	.....	...	.....	..	.....	..	.....	..	...
May.....	.....	...	.....	..	.....	..	.....	..	...
June.....	.....	...	.....	..	.....	..	.....	..	...
TOTAL—One Month, 1931.....	14,287	180	14,107	84	8,678	79	4,591	17	838
GRAND TOTAL.....	2,652,417	34,840	2,617,577	14,930	1,656,552	14,717	740,145	5,193	220,880

<sup>1</sup>Since the inception of the Act—January 1, 1916.

# AGREEMENTS APPROVED BY THE BUREAU OF WORKMEN'S COMPENSATION

1931		Total	Fatal	Permanent Disability	Temporary Disability
TOTAL—One Month, 1931.....		7,804	134	373	7,297
January.....					
February.....		7,804	134	373	7,297
March.....		.....	.....	.....	.....
April.....		.....	.....	.....	.....
May.....		.....	.....	.....	.....
June.....		.....	.....	.....	.....
TOTAL—One Month, 1930.....		8,000	162	248	7,590
GRAND TOTAL <sup>1</sup> .....		1,105,879	29,192	34,640	1,012,047

## COMPENSATION AWARDED AND PAID

1931	AWARDED				PAID			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
TOTAL—One Month, 1931.....	\$ 1,372,470	\$ 435,014	\$ 457,217	\$ 480,239	\$ 1,249,971	\$ 339,481	\$ 430,251	\$ 480,239
January.....								
February.....	1,372,470	435,014	457,217	480,239	1,249,971	339,481	430,251	480,239
March.....	.....	.....	.....	.....	.....	.....	.....	.....
April.....	.....	.....	.....	.....	.....	.....	.....	.....
May.....	.....	.....	.....	.....	.....	.....	.....	.....
June.....	.....	.....	.....	.....	.....	.....	.....	.....
TOTAL—One Month, 1930...	\$ 1,313,354	\$ 549,748	\$ 212,696	\$ 550,910	\$ 1,222,186	\$ 358,901	\$ 312,375	\$ 550,910
GRAND TOTAL <sup>1</sup> .....	\$183,623,050	\$84,284,198	\$39,694,595	\$59,644,257	\$135,032,081	\$40,800,822	\$34,587,002	\$59,644,257

<sup>1</sup>Since the inception of the Act—January 1, 1916.

COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION  
PERMANENT INJURIES<sup>2</sup>

1931	Loss of Eyes		Loss of Arms		Loss of Hands		Loss of Fingers		Loss of Phalanges	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—One Month, 1931.....	55	\$ 101,049	10	\$ 29,551	29	\$ 69,846	146	\$ 58,582	91	\$ 21,612
January.....	55	101,049	10	29,551	29	69,846	146	58,582	91	21,612
February.....	..	.....	..	.....	..	.....	..	.....	..	.....
March.....	..	.....	..	.....	..	.....	..	.....	..	.....
April.....	..	.....	..	.....	..	.....	..	.....	..	.....
May.....	..	.....	..	.....	..	.....	..	.....	..	.....
June.....	..	.....	..	.....	..	.....	..	.....	..	.....
TOTAL—One Month, 1930..	31	\$ 55,800	5	\$ 13,252	10	\$ 23,898	110	\$ 47,188	94	\$ 22,661
GRAND TOTAL <sup>1</sup> .....	8,674	\$12,642,722	1,143	\$2,674,346	3,505	\$6,697,085	11,492	\$4,250,890	9,180	\$1,861,792

PERMANENT INJURIES—(Concluded)

1931	Loss of Legs		Loss of Feet		Facial Disfigurement		Miscellaneous	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Per Total Dis.	Per Par. Dis. <sup>3</sup>
TOTAL—One Month, 1931....	12	\$ 36,300	18	\$ 37,558	22	\$ 6,748	9	\$ 47,525
January.....	12	36,300	18	37,558	22	6,748	9	47,525
February.....	..	.....	..	.....	..	.....	..	.....
March.....	..	.....	..	.....	..	.....	..	.....
April.....	..	.....	..	.....	..	.....	..	.....
May.....	..	.....	..	.....	..	.....	..	.....
June.....	..	.....	..	.....	..	.....	..	.....
TOTAL—One Month, 1930..	5	\$ 12,544	8	\$ 15,382	16	\$ 6,264	3	\$ 15,707
GRAND TOTAL <sup>1</sup> .....	1,598	\$3,699,558	2,214	\$3,838,368	846	\$443,014	749	\$3,320,559
							109	\$266,261

<sup>1</sup>Since the inception of the Act—January 1, 1916.

<sup>2</sup>Multiple losses separated respectively.

<sup>3</sup>New classification established July 1 1930.



NUMBER OF COMPENSABLE ACCIDENT CASES AND AMOUNTS OF COMPENSATION AWARDED DURING THE YEAR 1930,  
BY CLASS OF INDUSTRY

INDUSTRIES	CASES					AMOUNTS OF COMPENSATION			
	Total	Fatal	Permanent Disability	Temporary Disability	Total	Fatal	Permanent Disability	Temporary Disability	
TOTAL OF ALL INDUSTRIES.....	85,358	1,677	3,411	80,270	\$15,638,916	\$5,863,056	\$3,883,623	\$5,892,237	
CONSTRUCTION AND CONTRACTING: (Total)	12,008	223	381	11,404	2,143,726	723,677	486,334	933,715	
Building construction.....	3,292	81	113	3,098	734,784	245,267	188,065	301,452	
Other construction.....	3,959	89	128	3,742	741,823	295,616	145,041	301,166	
Contracting.....	4,757	53	140	4,564	667,119	182,794	153,228	331,097	
MANUFACTURING: (Total)	27,684	328	1,559	25,797	4,218,646	1,109,472	1,484,544	1,624,630	
Chemicals and allied products.....	1,291	36	51	1,204	275,578	133,016	58,866	83,696	
Clay, glass and stone products.....	1,750	21	69	1,660	245,401	74,087	62,023	109,291	
Clothing.....	1,031	7	31	993	74,503	19,966	15,933	38,604	
Food and kindred products.....	3,006	16	120	2,870	345,878	65,204	108,275	172,399	
Leather, rubber and composition goods.....	820	7	45	768	123,121	28,716	52,420	41,985	
Lumber, wood and their products.....	2,300	32	145	2,123	370,029	116,244	117,358	136,427	
Paper and paper products & printing and publishing.....	1,252	14	84	1,154	193,859	45,325	84,849	63,685	
Textiles.....	1,360	6	63	1,291	135,041	4,397	61,259	69,385	
Metals and metal products: (Total)	14,317	179	921	13,217	2,369,736	581,755	903,874	884,107	
Blast furnaces and steel works.....	698	38	26	634	227,552	126,384	45,642	55,526	
Rolling mills.....	2,827	40	188	2,599	562,085	141,557	214,406	206,122	
Foundries and machine shops.....	2,939	23	146	2,770	384,743	80,318	145,092	159,333	
Fabrication.....	5,721	52	442	5,227	832,789	153,924	355,114	323,751	
Car repair shops.....	743	19	75	649	223,127	66,623	86,357	70,147	
Automobile service stations.....	1,389	7	44	1,338	139,440	12,949	57,263	69,228	
Other manufacturing.....	557	10	30	517	85,500	40,762	19,687	25,051	
COAL MINING: (Total)	29,024	815	1,029	27,180	6,710,295	3,090,823	1,361,567	2,257,905	
Anthracite coal mining.....	15,488	478	525	14,485	3,521,067	1,791,695	629,801	1,099,571	
Bituminous coal mining.....	13,536	337	504	12,695	3,189,228	1,299,128	731,766	1,158,334	
QUARRYING AND MINING OTHER THAN COAL MINING.....	1,204	25	55	1,124	245,923	97,828	74,574	73,521	
TRANSPORTATION AND PUBLIC UTILITIES: (Total)	2,948	87	81	2,780	674,182	310,684	127,720	235,778	
Steam railroads.....	647	40	22	585	255,675	142,632	38,483	74,560	
Other transportation.....	1,227	15	27	1,185	186,507	55,767	49,086	81,654	
Public Utilities.....	1,074	32	32	1,010	232,000	112,285	40,151	79,564	
HOTELS AND RESTAURANTS.....	1,035	3	26	1,006	69,435	2,476	21,401	45,558	
TRADING: (Total)	5,088	55	106	4,927	546,371	155,951	106,360	284,060	
Retail.....	4,227	48	85	4,094	439,238	133,985	77,397	227,856	
Wholesale.....	861	7	21	833	107,133	21,966	28,963	56,204	
STATE AND MUNICIPAL.....	2,497	78	60	2,359	469,168	199,156	81,484	188,528	
MISCELLANEOUS.....	3,870	63	114	3,693	561,170	172,989	139,639	248,542	

NUMBER OF COMPENSABLE ACCIDENT CASES AND AMOUNTS OF COMPENSATION AWARDED DURING THE YEAR 1930,  
BY CAUSE OF ACCIDENT

CAUSE	CASES				AMOUNTS OF COMPENSATION			
	Total	Fatal	Permanent Disability	Temporary Disability	Total	Fatal	Permanent Disability	Temporary Disability
TOTAL OF ALL CAUSES.....	85,358	1,677	3,411	80,270	\$15,638,916	\$58,630,056	\$3,883,623	\$5,892,237
Working machinery and processes.....	6,571	64	1,036	5,471	1,352,967	242,004	779,596	331,367
Boilers and pressure apparatus.....	122	12	8	102	76,299	62,330	6,671	7,298
Pumps and prime movers.....	274	6	39	229	71,644	15,982	33,888	21,774
Transmission apparatus.....	95	10	13	72	54,625	25,658	20,517	8,450
Elevators and hoists.....	620	32	45	543	212,172	93,156	52,138	66,878
Cranes and derricks.....	1,772	59	153	1,560	519,537	208,648	144,071	166,818
Cars and engines.....	6,123	217	302	5,604	1,696,821	767,753	382,267	546,801
Motor vehicles.....	4,328	122	107	4,099	893,498	386,504	139,656	367,338
Other vehicles.....	655	14	12	629	131,605	28,423	31,448	71,734
Hand trucks.....	1,007	3	9	995	97,802	9,385	17,341	71,076
Water and air craft.....	40	10	2	28	30,130	24,456	4,415	1,259
Handling objects—by hand.....	17,342	46	498	16,798	1,316,062	130,423	312,559	873,080
Hand tools.....	6,823	14	333	6,476	779,154	31,986	457,859	289,309
Electricity.....	541	70	20	451	324,054	248,405	43,923	31,726
Explosive substances.....	1,335	150	98	1,087	858,658	533,736	215,969	108,953
Hot and corrosive substances.....	2,761	37	39	2,685	328,938	127,913	77,123	123,902
Falling objects.....	15,220	549	365	14,306	4,116,931	2,136,800	567,003	1,413,128
Falls of persons.....	13,320	194	184	12,942	2,039,061	563,513	375,300	1,100,248
Stepping upon or striking against objects.....	3,765	12	36	3,717	237,801	51,728	35,552	150,521
Miscellaneous.....	2,644	56	112	2,476	501,157	174,253	186,327	140,577

### ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING JANUARY, 1931

CAUSE	Construction and Contracting			Coal Mining		Manufacturing			Total of All Industries																							
	Building Construction			Contracting		Bituminous		Quarrying and Mining other than Coal Mining																								
	Other Construction	Contracting	Anthracite	Bituminous																												
F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	
158	10,614	9	6,385	6	255	3	483	54	2,233	21	1,631	1	86	223,085	2	197	..	177	1	173	4	427	1	92	1	243	1	184	2	157	..	..
TOTAL OF ALL CAUSES.....																																
Working machinery and processes.....																																
Boilers and pressure apparatus.....																																
Pumps and prime movers.....																																
Transmission apparatus.....																																
Elevators and hoists.....																																
Cranes and derricks.....																																
Cars and engines.....																																
Motor vehicles.....																																
Other vehicles.....																																
Hand trucks.....																																
Water and air craft.....																																
Handling objects—by hand.....																																
Hand tools.....																																
Electricity.....																																
Explosive substances.....																																
Hot and corrosive substances.....																																
Falling objects.....																																
Falls of persons.....																																
Stepping upon or striking against objects.....																																
Miscellaneous.....																																

\*F. = Fatal.  
N. F. = Non-fatal.

**ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
DURING JANUARY, 1931—(Concluded)**

CAUSE	Manufacturing—(Concluded)										Transportation and Public Utilities				Other Industries											
	Metals and Metal Products										Other				Public Utilities				Hotels and Restaurants				Trading			
	Total	Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Other	Steam Railroads	Other Transportation	Public Utilities	Retail	Wholesale	State and Municipal	Miscellaneous					
		F	NF	F	NF	F	NF	F	NF	F	NF	F	NF									F	NF	F	NF	F
* F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF			
TOTAL OF ALL CAUSES.....																										
Working machinery and processes.....																										
Boilers and pressure apparatus.....																										
Pumps and prime movers.....																										
Transmission apparatus.....																										
Elevators and hoists.....																										
Cranes and derricks.....																										
Cars and engines.....																										
Motor vehicles.....																										
Other vehicles.....																										
Hand trucks.....																										
Water and air craft.....																										
Handling objects—by hand.....																										
Hand tools.....																										
Electricity.....																										
Explosive substances.....																										
Hot and corrosive substances.....																										
Falling objects.....																										
Falls of persons.....																										
Stepping upon or striking against objects.....																										
Miscellaneous.....																										

\*F. = Fatal.  
N. F. = Non-fatal.

## FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1927			1928			1929			1930			1931		
	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
January.....	170	14,497	14,667	161	11,975	12,136	161	13,644	13,806	180	14,107	14,287	158	10,614	10,772
February.....	184	13,101	13,285	145	11,912	12,057	137	12,140	12,277	155	11,914	12,069	335	26,021	26,356
March.....	354	27,598	27,952	306	23,887	24,193	298	25,784	26,082	335	26,021	26,356	115	12,089	12,204
April.....	162	14,332	14,494	145	12,539	12,684	195	13,712	13,907	115	12,089	12,204	450	38,110	38,560
May.....	516	41,930	42,446	451	36,426	36,877	493	39,496	39,989	167	11,309	11,476	617	49,419	50,036
June.....	169	12,693	12,862	139	10,928	11,067	151	12,593	12,744	125	12,059	12,184	139	11,871	12,010
July.....	685	54,623	55,308	590	47,354	47,944	644	52,089	52,733	881	73,349	74,230	171	12,066	12,237
August.....	172	12,869	13,041	360	13,041	13,401	179	13,677	13,856	1,052	85,415	86,467	150	12,380	12,530
September...	185	13,441	13,626	190	12,503	12,693	137	13,679	13,816	1,202	97,795	98,997	166	11,790	11,956
October.....	160	13,279	13,439	147	12,747	12,894	179	13,590	13,769	1,368	109,585	110,953	126	13,048	13,174
November...	150	11,619	11,769	143	11,010	11,153	165	12,224	12,389	1,494	122,633	124,127	137	10,229	10,366
December....	150	11,619	11,769	143	11,010	11,153	165	12,224	12,389	1,631	132,862	134,493	131	10,055	10,186
TOTAL.....	2,053	158,690	160,743	2,065	150,433	152,498	2,000	164,657	166,657	1,762	142,917	144,679			

NOTE: The figures in italics represent the cumulative totals by month under each classification.



COMMONWEALTH OF PENNSYLVANIA  
DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

---

Harrisburg:.....Office of the Secretary,  
Industrial Board,  
Workmen's Compensation Board,  
Bureau of Employment,  
Executive Bureau,  
Bureau of Industrial Relations,  
Bureau of Industrial Standards,  
Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Statistics,  
Bureau of Workmen's Compensation,  
Bureau of Women and Children,  
South Office Building.

---

BRANCH OFFICES

Allentown:.....Lehigh Valley State Employment Office,  
529 Hamilton Street.  
State Workmen's Insurance Fund,  
6 Gerner Building, 838 Hamilton St.

Altoona:.....Cooperative State Employment Office,  
Central Trust Building.  
Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Commerce Building.  
State Workmen's Insurance Fund,  
333 Central Trust Building.

DuBois:.....Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Deposit National Bank Building.

Erie:.....State Employment Office,  
126 East Eleventh Street.

Franklin:.....State Workmen's Insurance Fund,  
413 Franklin Trust Building.

Gaines:.....State Workmen's Insurance Fund.

Greensburg:.....State Workmen's Insurance Fund,  
306 Coulter Building.  
Workmen's Compensation Referee,  
608 First National Bank Building.

- Harrisburg:.....Bureau of Bedding and Upholstery,  
400 North Third Street.  
State Employment Office,  
Second and Chestnut Streets.  
State Workmen's Insurance Fund,  
18-26 South Fourth Street.
- Hazleton:.....Bureau of Inspection,  
713 Hazleton National Bank Building.
- Johnstown:.....Bureau of Inspection,  
427 Swank Building.  
State Employment Office,  
219 Market Street.  
State Workmen's Insurance Fund,  
1005 U. S. National Bank Building.
- Kane:.....Workmen's Compensation Referee,  
Kane Trust and Savings Building.  
Bureau of Inspection,  
Fraley and Field Streets.
- Lancaster:.....Cooperative State Employment Office,  
Y. M. C. A. Building.  
Bureau of Inspection,  
Workmen's Compensation Referee,  
Woolworth Building.
- Lock Haven:.....State Workmen's Insurance Fund,  
214 Vesper Street.
- New Castle:.....Cooperative State Employment Office,  
Y. M. C. A. Building,  
West Washington Street.
- Oil City:.....Cooperative State Employment Office,  
Y. M. C. A. Building.
- Philadelphia:.....State Employment Office (Main Office),  
Bureau of Rehabilitation,  
Steele Building, Fifteenth and Cherry Streets.,  
Bureau of Inspection,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,  
Workmen's Compensation Board,  
Bureau of Women and Children,  
State Workmen's Insurance Fund,  
Market Street National Bank Building, 11th Floor,  
Market and Juniper Streets.
- Pittsburgh:.....Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,

	Bureau of Industrial Relations, Fulton Building. State Employment Office, 622 Grant Street. State Workmen's Insurance Fund 904 Park Building.
Pottsville:.....	Bureau of Rehabilitation, Workmen's Compensation Referee 1 Ulmer Building. State Workmen's Insurance Fund, Baird Building.
Reading.....	State Employment Office, 24 North Sixth Street.
Scranton.....	State Employment Office, Linden Street and Madison Avenue. Bureau of Inspection, Workmen's Compensation Referee, State Workmen's Insurance Fund, 418 Union National Bank Building.
Sunbury:.....	State Workmen's Insurance Fund 9 Witmer Building.
Towanda:.....	State Workmen's Insurance Fund, 216 Poplar Street.
Upper Darby:.....	Bureau of Inspection, 6908 Market Street. Bureau of Bedding and Upholstery, 303 McClatchey Building, 69th and Market Streets.
Wilkes-Barre:.....	Bureau of Rehabilitation, Workmen's Compensation Referee, Coal Exchange Building. State Workmen's Insurance Fund, 174 Carey Avenue.
Williamsport:.....	Bureau of Inspection, Workmen's Compensation Referee, Heyman Building. Cooperative State Employment Office, Y. M. C. A. Building, 343 West Fourth Street.
York:.....	Bureau of Workmen's Compensation, Central National Bank Building. State Workmen's Insurance Fund, 917 Wayne Avenue.

Note: State Employment Offices are conducted in cooperation with the United States Employment Service.



# LABOR AND INDUSTRY

*Published monthly by*

DEPARTMENT OF LABOR AND INDUSTRY  
COMMONWEALTH OF PENNSYLVANIA

A. M. NORTHRUP, M. D., *Secretary*

LINCOLN C. CARSON AND EFFIE REIMENSNYDER, *Editors*

---

Vol. XVIII

APRIL, 1931

No. 4

---

## Contents

### PENNSYLVANIA SAFETY CONFERENCE

#### GENERAL SESSION:

	Page
ADDRESS OF WELCOME.....	4
Dr. A. M. Northrup, <i>Secretary of Labor and Industry</i>	
ACCIDENTS.....	5
H. A. Heinrich, <i>Assistant Manager, Travelers Insurance Company, Hartford, Connecticut</i>	
UNUSUAL SAFETY RECORDS:	
(a) R. B. Fortuin, <i>Assistant to General Manager, Penn Dixie Cement Company, Nazareth, Pa.....</i>	12
Discussion:	
Frank E. Babcock, <i>P. &amp; L. E. Railroad Company, Pittsburgh.....</i>	16
L. H. Cutten, <i>International Motor Company, Allentown, Pa.....</i>	16
(b) D. C. Thomas, <i>Safety Manager, Lorain Steel Company, Johnstown, Pa.....</i>	17
Discussion:	
C. E. Sankey, <i>National Tube Co., Pittsburgh.....</i>	20
(c) C. F. Agnew, <i>Secretary and Treasurer, Jump House Wrecking Company, Philadelphia.....</i>	20
Discussion:	
J. J. Coffey, <i>Department of Labor and Industry, Philadelphia.....</i>	22
(d) R. M. Ferry, <i>General Superintendent, Aluminum Company of America, New Kensington, Pa.....</i>	23



## CONTENTS—Continued

	Page
THE PSYCHOLOGY OF SAFETY.....	26
Professor J. O. Keller, <i>Head, Department of Engineering Extension,</i> <i>The Pennsylvania State College, State College, Pa.</i>	

---

### THURSDAY AFTERNOON SESSION

INDUSTRIAL SAFETY.....	32
Frank J. Lanahan, <i>President, Fort Pitt Malleable Iron Company,</i> <i>Pittsburgh</i>	
LETTER FROM PRESIDENT GREEN.....	40
<i>American Federation of Labor</i>	
LABOR AND NATIONAL SAFETY.....	41
Thomas Kennedy, <i>Secretary-Treasurer, United Mine Workers</i> <i>of America</i>	
SAFETY.....	43
James W. Rawle, <i>President, Pennsylvania Manufacturers'</i> <i>Association, Philadelphia</i>	
Donation of Plaque, to be known as "Pennsylvania Manufacturers' Asso- ciation Safety Trophy".....	47
DISCUSSION:	
J. J. Coffey, <i>Department of Labor and Industry</i> .....	48
H. O. Allison, <i>Pittsburgh Railways, Pittsburgh</i> .....	49

---

### DINNER MEETING:

INTRODUCTION OF GOVERNOR GIFFORD PINCHOT.....	50
THE GOVERNOR'S ADDRESS.....	51
NATIONAL SAFETY.....	55
Carl W. Bergquist, <i>President, National Safety Council, Chicago, Ill.</i>	
ADDRESS BY WILLIAM H. CAMERON, <i>Managing Director, National Safety</i> <i>Council, Chicago, Ill.</i> .....	62

## CONTENTS—Continued

### FRIDAY MORNING SESSION:

	Page
TELEGRAM FROM D. D. FENNELL.....	64
(Scheduled speaker)	
LETTER FROM DR. ELLEN C. POTTER.....	70
(Scheduled speaker)	
OPEN FORUM.....	71
"Knock Off the Accident Peaks," led by Harry D. Immel, <i>Director,</i> <i>Bureau of Inspection, Department of Labor and Industry</i>	
N. L. RAMSEY.....	74
<i>Joseph Reid Gas Engine Company, Oil City, Pa.</i>	
R. P. CARLING.....	75
<i>Department of Labor and Industry, Hazleton, Pa.</i>	
COLONEL HENRY RENINGER.....	76
<i>Lehigh Portland Cement Co., Allentown, Pa.</i>	
G. P. SINGER.....	78
<i>President, Reading-Berks Safety Council</i>	
HARRY DARR.....	80
<i>Safety Engineer, Cambria Steel Company, Johnstown, Pa.</i>	
CHARLES KIDDER.....	82
<i>Industrial Secretary, Y.M.C.A., York, Pa.</i>	
GEORGE CLARKSON.....	83
<i>Manager, Western Pennsylvania Safety Council</i>	
DANA JONES.....	85
<i>Manufacturers' Association, Erie, Pa.</i>	
J. J. COFFEY.....	88
<i>Department of Labor and Industry, Philadelphia</i>	
J. J. McBRIDE.....	90
<i>Lycoming Manufacturing Co., Williamsport, Pa.</i>	
H. B. LIGGETT.....	91
<i>Harrisburg Pipe &amp; Pipe Bending Co., Harrisburg, Pa.</i>	
H. W. WHEELER.....	92
<i>Lebanon Steel Foundry Company, Lebanon, Pa.</i>	
M. C. GOODSPEED.....	92
<i>General Electric Company, Erie, Pa.</i>	
LIST OF THOSE ATTENDING CONFERENCE.....	95
REVIEW OF INDUSTRIAL STATISTICS.....	104
<i>William J. Maguire, Director, Bureau of Statistics</i>	

# THE PENNSYLVANIA SAFETY CONFERENCE

## GENERAL SESSION

February 19 and 20, 1931

---

The conference was called to order by the chairman at 10:00 a. m.

A. LYLE LINDERMAN, *Member, Industrial Board*. Ladies and Gentlemen We are called together for a two-day session in the interests of safety throughout the State of Pennsylvania. It is indeed gratifying to find such a large attendance for the opening session, and we hope you have come packed with inspiration and with resolutions to further promote the interests of safety in our state.

There is a change in the afternoon program. Mr. Thomas Kennedy, who is Secretary and Treasurer of the United Mine Workers of America, will speak on "Labor and National Safety."

There will be a motion picture shown in connection with this program.

The first speaker on this morning's program will welcome you in the name of the State of Pennsylvania. I have the honor and pleasure to present the Honorable A. M. Northrup, Secretary of Labor and Industry of Pennsylvania. Doctor Northrup.

DOCTOR NORTHRUP: Mr. Chairman, Ladies and Gentlemen: It is most pleasing and encouraging to your Secretary of Labor and Industry that you have left your posts and your cares at home, and have come to Harrisburg to be present and take part in this great national safety movement. You couldn't expect your new Secretary of Labor and Industry to know all about these matters in the short space of time of thirty days, but as the Secretary I want to pledge to you a business administration in which the eleven bureau heads under my jurisdiction must render honest and efficient service to this state, and every inspector under the jurisdiction of the Department of Labor and Industry shall be expected to do his duty or get out. The Governor of this Commonwealth expects no more and certainly expects no less from your efforts than he is willing to give of his own efforts and time in working for this Commonwealth, and we can well afford to go along with his program.

I am not going to give you any lengthy address this morning because I will be with you in the evening session, but I just want to say this: We certainly appreciate your presence, and may you be the cloud by day and the pillar of fire by night that is guiding the industry and the people in this old state to a safer and saner civilization because you are eliminating one of the great causes of human misery—accidents. Thank you very much, I will be with you this evening.

The next speaker on our program is Mr. H. W. Heinrich, Assistant Manager of the Travelers Insurance Company of Hartford, Connecticut, who will speak on the subject of "Accidents." Mr. Heinrich has been with the Travelers Insurance Company for about eighteen years, and is thoroughly familiar with the accident situation. Mr. Heinrich.

## ACCIDENTS

By H. W. HEINRICH, Assistant Superintendent,  
Engineering and Inspection Division,  
*The Travelers Insurance Company,<sup>§</sup> Hartford, Connecticut*

MR. HEINRICH: Mr. Chairman, Ladies and Gentlemen: I believe there are a few representatives of the weaker sex in the audience, but they are so far outnumbered that this may well be called a men's gathering, and as such it seems altogether customary and apropos to discuss the women, and so I want to say that, according to legend, a certain well intentioned but misguided woman labored in vain to sweep back the rising tide of the ocean with a broom. Almost equally ineffective are many of the attempts today to check the rising frequency of industrial accidents with the aid of unsuitable tools and methods. These ineffective plans and devices should be discarded because research and investigation have brought to light new modes of procedure, based on correct practice, which are producing highly satisfactory results.

Chiefly because of more complete knowledge of direct and hidden costs<sup>1</sup>, accident prevention is now accepted as a good business policy. Employers are more keenly interested; the importance of the minor accident has been established; causes of accidents are better understood; and the distinction between accidents and injuries, and between accident types and accident causes, has been made clear. The stage is set for action and it is now time to adopt these recently discovered simple and effective methods of procedure.

## SELECTION OF METHOD OF PROCEDURE

The employer, the busy executive, the accident-prevention engineer may well ask, "What shall be done first? Shall it be holding safety meetings, giving talks, showing pictures, posting bulletins, conducting no-accident contests, distributing literature, guarding machinery, or analyzing departmental or job safety; or shall still other methods of procedure be selected? If all these things are done at once, is not the effort likely to be spread too thin to be effective? If only one or a few of the various expedients are tried, is there not danger of missing the point most in need of attention?"

Pointed questions, all of them, and deserving of answer—which, fortunately, is readily supplied.

<sup>1</sup>See "The Incidental Cost of Accidents," *The Travelers Standard*, November, 1927.

Success in industrial-accident prevention is brought about by ascertaining unsafe practices and conditions responsible for accident occurrence, the reasons for their existence, and by prompt and suitable corrective action.

#### DEFINITION OF UNSAFE PRACTICES AND CONDITIONS

The expression "unsafe practice" is used to define hazards which are controllable by supervisory methods. "Unsafe condition" refers to mechanical hazards (such as unguarded machinery) which may be remedied by the installation of guards or by other forms of engineering revision.

Knowledge of unsafe practices and conditions in general, makes it easier to identify the source of the trouble in any given case, and thus saves time and energy by restricting the field for attack. It leaves no doubt as to what should be corrected. Knowledge of the reason for the existence of these practices and conditions (this is also expressed as the "cause of the accidents") indicates the method of attack. Facts with regard to both points are equally necessary, and it is relatively easy to obtain them by analytical method used by competent accident-prevention engineers. The utter simplicity of this method is clearly shown by the following application to several specific cases.

#### EXAMPLES OF UNSAFE PRACTICES AND CONDITIONS AND REASONS FOR THEIR EXISTENCE

##### CASE 1. STEVEDORING WORK

UNSAFE PRACTICES AND CONDITIONS	REASONS FOR EXISTENCE
A—Working under square of hatch while drafts are being hoisted.	Disregard of instruction.
B—Gangways not properly lashed.	Safe method unknown.
C—Standing too close to drafts when being landed.	Instruction not given.
D—Use of rope slings weakened by dry rot.	Improper storage; lack of proper inspection; disregard of instructions.

##### CASE 2. STRUCTURAL STEEL ERECTION

UNSAFE PRACTICES AND CONDITIONS	REASONS FOR EXISTENCE
A—Placing loose boards, electric conduit, and other unsecured material close to floor openings.	Disregard of instruction.



- |  |                             |
|--|-----------------------------|
| B—Laying sledges, wrenches, bolts, and nuts on girders while erecting steel. | Instruction not issued.     |
| C—Horseplay while in dangerous positions.                                    | Poor discipline.            |
| D—Openings not guarded.  | Unguarded physical hazards. |

### CASE 3. MACHINE TOOL MANUFACTURE

- | UNSAFE PRACTICES AND CONDITIONS                                     | REASONS FOR EXISTENCE         |
|---|-------------------------------|
| A—Throwing stock so that it rolls into aisle space.                 | Disregard of instruction.     |
| B—Cleaning machines while in motion.                                | Disregard of instruction.     |
| C—Sources of glare—unshaded Mazda lamps close to machines.          | Poor lighting practice.       |
| D—Irregular alignment of machinery producing dangerous aisle space. | Improper layout of equipment. |

### CASE 4. CABINET MAKING

- | UNSAFE PRACTICES AND CONDITIONS                                      | REASONS FOR EXISTENCE     |
|--|---------------------------|
| A—Shaper exhaust hoods set too far from cutting blades.              | Disregard of instruction. |
| B—Accumulations of chips and shavings not removed frequently enough. | Instruction not issued.   |
| C—Use of imperfectly brazed band-saw blades.                         | Lack of skill.            |
| D—Circular-saw kick-backs (kick-back dogs not free).                 | Defective equipment.      |

Having information such as that given in the foregoing examples, it is a simple matter to select a suitable remedy for accident occurrence. In fact, upon determining correctly the reasons for the existence of the unsafe practices and conditions which have been responsible for past injuries and which correct analysis shows to be the probable cause of future injuries, the remedy becomes apparent, because the remedy is always the reverse of the cause.

In Case 1, Item A, the unsafe practice of chief concern is the habit of workmen standing under the square of the hatch while drafts are being hoisted. This bit of knowledge is but one-half of the information required for effective prevention work, however. The other half is knowledge as to the particular reason for the existence of this practice. Analysis reveals the cause—namely, employes disregard instruction. Need there be any hesitation with these data at hand, in the selection of an effective remedy? Simple reversal of the cause or reason for existence of the unsafe practice, when this is correctly determined indicates the proper remedy. In the case cited, this may be expressed as: Enforce the instruction that employes stand clear of the square of the hatch while drafts are being hoisted.

If the analysis has been thoroughly and properly made—that is if the specific unsafe practice is mentioned and its reason for existence is correctly assigned, and if they represent a condition which is so prevalent and important that its existence is the key to accident frequency, then it follows that successful application of the remedy so plainly indicated will reduce accident frequency.

There can be no disagreement with such basic principles. In fact, the sincere accident-prevention engineer is justified in thinking that such procedure is identical with that which he has long been following.

The annual industrial-accident record, however, as measured in lives and limbs or, in cost, frequency, or severity, speaks for itself. It says clearly enough for even the uninformed to understand—"There is something wrong." The thing which is wrong is not sincerity of purpose, nor lack of interest or application, but the selection of an improper method. There is need for clarity and more uniformity of thought in accident-prevention work.

To a limited extent, the kind of analysis which develops pertinent and useful facts is now applied when serious injuries occur. Courts of inquiry are held and investigations are conducted by committees and in other ways for the purpose of determining the particular unsafe practice or condition at fault; and in some cases attempts are made to find the reason for its existence. Seldom, however, are minor injuries so investigated; and rare indeed is the case where a substantial cross-section of all injuries, minor as well as major, covering a sufficiently long period of exposure, is so analyzed as to establish the conditions as to hazard and cause of primary importance.

Conclusions, sometimes right and more often wrong, are reached without analysis. Remedies are selected without exact knowledge of the cause or reason for the existence of unsafe practices. In other cases, causes of accidents (as, for example, "ignorance of safe practice") are arbitrarily selected and the remedy—general safety education—is applied.

## HOW TO SELECT UNSAFE PRACTICES AND CONDITIONS

Analysis is above all other things a prime requisite; analysis of past accidents and also of existing operating conditions. Predict the future from the past, and then check conclusions drawn from past experience with the conditions of the present.

Since it is a practical impossibility to attain perfection, and because the effort to remove all industrial hazards, however slight, at one time result in spreading the work of prevention too thin and too ineffectively over too wide an area, there must be concentration upon a few major issues. These issues can readily be determined by the well-understood analytical practice of grouping accidents by types, departments, operations, time of occurrence, employes, foremen, and in many other ways, but most important of all, by kind of unsafe practice or condition and by cause or reason for the existence of these practices and conditions, as illustrated by the four examples given in this paper.

If these two important facts are established and recorded when individual injuries occur, a most valuable record will be built up. From the data thus available, prevalent or predominant unsafe practices and their causes may be ascertained with but brief study. Best of all, these data will unmistakably indicate the most practicable remedy.

Ordinary knowledge of safe and efficient operating methods is all that is required to determine the unsafe practice or condition at fault. The reason for its existence is a bit more difficult to establish but it can be ascertained by studying a fairly complete list of physical and supervisory accident causes, such as that prepared by *The Travelers*, in 1928<sup>1</sup>, and, in order to avoid impractical and too extensive analysis, by establishing the first, proximate, most readily eliminated cause of the long list of related causes which invariably exist in connection with the occurrence of the average accident.

In each of the four cases given here it will be observed that one or more of the items is charged to a physical or mechanical cause or reason for occurrence. In Case 4, accidents from circular-saw kick-backs are charged to defective equipment, because this is the first, proximate, and most readily eliminated cause. Other supervisory causes exist, however. The notched kick-back dogs on the guard had been allowed to become stuck and inoperative. The circular-saw operator had disregarded instruction in not maintaining the guard in good operating condition. He likewise failed to exercise good judgment and, in a sense, was inattentive also. The first, proximate, and most readily eliminated cause in this case, however, is defective equipment, and the remedy is the reverse of the cause—namely, to use non-defective equipment or, more specifically, to maintain the kick-back dogs on circular-saw guards in good operating condition.

<sup>1</sup>See "The Origin of Accidents," *The Travelers Standard*, June, 1928.

When this has been done, regular inspections and proper maintenance of the guards would undoubtedly follow, if the supervisory procedure were of a satisfactory type. If further accidents should occur, however, from the same unsafe condition the analyst would undoubtedly select as a first cause a supervisory fault—probably, instructions disregarded.

Ultimately, the judgment of the investigator will be the determining factor in the success or failure of the analytical plan of operation, and the chief value of the methods here exemplified lies in the fact that they assist the analyst in arriving at a conclusion by outlining correct mental procedure. He finds the unsafe practice (the hazard controllable by supervision) which should be corrected, then he asks himself, "Why does it exist?" thereby establishing to the best of his ability, both cause and remedy for a specific fault. He finds the unsafe condition, the mechanical or physical hazard, and has it removed. He then proceeds to ask why it existed and to establish a secondary cause and remedy probably of a supervisory nature, to provide against recurrence.

#### HOW TO ELIMINATE UNSAFE PRACTICES AND CONDITIONS

There is very little under this heading which requires explanation and elaboration provided the preliminary work of analysis has been well done. This statement is made with deliberation and with full knowledge of the fact that thousands of industrial executives consider it a real problem to get foremen and employees to work safely. Their difficulty clearly lies in:

- Lack of facts with regard to specific unsafe practices and conditions;
- Insufficient information concerning the reason for the existence of these practices and conditions;
- Failure to understand the supervisory function as applied to the enforcement of safe practice.

If, as indicated in Case 1 (previously described), it is known that the unsafe practice chiefly responsible for accident occurrence is working under open hatches when drafts are being hoisted, and it is also known that the practice is carried on in disregard of suitable instruction, a person with supervisory ability of ordinary quality should be able to discover and apply a remedy successfully.

The employees are paid to perform their work in a prescribed way—that is, to stand clear of the hatches while material is being hoisted. The foremen are paid to see that employees carry on their work as instructed. The employer has a right to expect—in fact, to demand—of wage-earning employees that they obey the rules. He wants the men to stand clear and he wants the foremen to see that they do so. Both groups of wage earners fail to do as he asks. What further is there to say, except that the responsibility lies first of all with the employer? If he has an earnest desire to reduce the frequency and costs of accidents, and if he recognizes his responsibility for the safety of his workers,



he will exercise his prerogative and demand compliance with instructions. Moreover, he will follow through and see that the unsafe conditions are eliminated, just as he would if insubordination or carelessness of employes resulted not in accidents but in delays, spoilage, breakage, defective merchandise, or low production.

Incidentally, the control of quality and quantity of product and of the frequency and severity of accident occurrence have much in common. In many cases the same faulty practice is involved and the reason for existence of the fault is similar for both accident occurrence and unsatisfactory production.

In a certain drop-forge plant an inspector was definitely instructed to gage roughed-out forgings in three dimensions. He disregarded the instruction—however, and gaged them for length and width only. As a result, a large order was cancelled when the purchaser found that several forgings of the first batch received from the shop were less than the specified thickness.

This situation is typically analogous to many accident-prevention problems and its manner of correction is identical with that herein advocated for accident occurrence, as the following comparison shows.

#### EXAMPLE 1

##### DEFECTIVE PRODUCT PROBLEM

1. Improper practice—Gaging forgings for length and width but not for thickness.
2. Cause or reason for existence—Disregard of instruction.
3. Remedy—Supervisory enforcement of instruction to gage for three dimensions.

#### EXAMPLE 2

##### ACCIDENT CONTROL PROBLEM

1. Unsafe practice—Throwing hot billets across aisle space between furnace and base of drop-press.
2. Cause or reason for existence—Disregard of instruction.
3. Remedy—Supervisory enforcement of instruction to carry billets to drop-press with tongs.

The executives in charge of the drop-forge plant referred to in both examples, experienced no difficulty whatever in applying the remedy for defective product—Example 1. They would hardly have been satisfied to deal with such elemental and definitely known faults by means of general education through bulletins, meetings, and talks, or by other indirect methods. They lost no time in identifying the improper practice and correcting it by eliminating the reason for its existence through appropriate supervisory procedure.

For two years, however, they struggled with the accident problem—Example 2—notwithstanding that it could have been promptly disposed of by similar thmoeds.



Fortunately, the field for accident-prevention work is far broader than is ordinarily believed. This is shown by research<sup>1</sup> which establishes the ratios of 1-29-300, for major injuries, first-aid injuries, and no-injury accidents, respectively, and which shows that in the average case an employe who is seriously injured as a result of carrying on an unsafe practice, had been remiss in the same way approximately 300 times before the injury occurred.

The three things which, in this case, as well as in countless others, account for failure to get results in industrial-accident prevention have already been named but they are worthy of repetition:

- Lack of facts with regard to specific unsafe practices and conditions;
- Insufficient information concerning the reason for the existence of these practices and conditions;
- Failure to understand the supervisory function as applied to the enforcement of safe practice.

There is such a thing as making a hard job of a simple task by arriving at conclusions too hastily and without a sufficient degree of clarity. Planning is necessary, method is important, and facts are required. Accidents can be prevented. Granting that the will to achieve exists and that suitable information can readily be acquired, employers have it in their power to control one of the most distressing problems in industry today.

THE CHAIRMAN: I am sure we all appreciate that very splendid talk on "Accidents," and that we are going to take home with us the suggestions he has given. We are now going to have a series of four talks on the subject of "Unusual Safety Records." Each has been chosen from different types of outstanding industrial plants in Pennsylvania, and those occupations which are usually classed as hazardous, but ones in which the accident frequency has been reduced materially and in some places pretty nearly wiped out. Let us hope that the records these men will tell us about will be every-day performances in all plants throughout Pennsylvania.

The first speaker is Mr. R. B. Fortuin, Assistant to General Manager, Penn Dixie Cement Company, of Nazareth, Pennsylvania. Mr. Fortuin is in charge of Safety of all the Penn Dixie Cement plants, and I want to call to your particular attention—because through modesty Mr. Fortuin might not mention it—that No. 4 quarry in Nazareth has not had a lost-time accident since October 31, 1925. Mr. Fortuin.

MR. FORTUIN: Mr. Chairman, Ladies and Gentlemen: We feel proud in our organization to know that one of our quarries has been able to operate for a period in excess of five calendar years without a single lost-time accident. We are also proud to know that according to the Bureau of Mines publication

<sup>1</sup>See "The Foundation of a Major Injury," *The Travelers Standard*, January, 1929.

RI-3082, this particular record is the longest in Pennsylvania of any operating quarry and the second longest of any quarry in these United States; first place is taken by Speed Quarry of the Louisville Portland Cement Company at Speed, Indiana. Our quarry is located at Nazareth, Pa., and produces rock entirely for consumption in the manufacture of Portland Cement. The last lost-time accident occurred October 31, 1925, and from that date until February 1, 1931, the quarry operated with a total of 280,516 man-hours and produced 2,252,467 tons of stone.

We, of course, cannot tell you how to operate a quarry for five years without a lost-time accident, but we can give you our own experience and the methods we use, feeling it may be of some use to the other quarries in Pennsylvania. All equipment in our quarry is either electrical, gasoline, or compressed air. Wherever possible the electrical equipment is grounded. The following safe practices may be of interest:

**DRILLING:** All feed cable on drills are of super-service construction and when handled, the employes are required to wear rubber gloves. The rubber gloves, of course, are an extra precaution. The drillers are required to wear goggles when starting a new drill hole. The secondary drillers using jack-hammer drills are required to wear goggles at all times as well as Bakelite hats, which may not necessarily prevent an accident but will help to prevent an injury. The secondary drillers are responsible for the over-hang on the face of the quarry or pile, if there should be any such over-hang. In other words, it is their duty to clean the pile of any loose rock which might roll and injure someone. All primary or secondary blasting is done with electric exploders. We have established a central terminal in the main shelter in the quarry. From this central terminal permanent lines run, as in the ribs of a fan from the central terminal to the face of the quarry where additional permanent terminals are established. A secondary or primary shot is connected to one of these permanent terminals and the shot fired, in the case of a secondary shot, from the shelter in the quarry and in the case of a primary shot from outside the quarry. In the central terminal we have placed a Westinghouse safety switch which is padlocked at all times. The key to this padlock is carried by the foreman of the quarry. All employes in the quarry are drawn to this central shelter before the switch is unlocked by the foreman and the lever pulled, firing the shot.

In our blasting we have found this method of shooting with electric exploders to be safe as well as economical in cost. In loading the holes for primary shots we endeavor to secure as great a concentration of dynamite in the hole as possible to reduce the amount of secondary shooting. Until a drill hole is loaded with dynamite the opening at the surface is plugged to prevent any dirt falling into the hole.

**SHOVELS:** All shovels are electrically operated and provided with super-service cables which are not allowed to lie on the floor of the quarry, inasmuch as small cuts from the rocks on the floor of the quarry in the cable covering might allow water to get into the copper causing a short and ruining the cable. Handling the cable in this way also prevents bare spots and reduces the hazard to workmen, even though anyone handling the cable is required to wear rubber gloves. When a shovel is not in operation the bucket must rest on the floor of the quarry.

**STONE TRANSPORTATION:** Cars loaded with stone roll by gravity to the base of the incline, which takes the stone to the crusher. The gasoline locomotive only hauls empty cars from the base of the incline back to the shovels. This means that locomotives are always pulling a light load. This, of course, reduces the costs of operation. When cars are standing at the base of the incline and ready for haulage by cable to the crusher, the hookman at the base of the incline, signals the crusher operator by electric signal immediately after the hookman has hooked the cable to the car; the way is then clear to put the drum hoist in operation. No employe is permitted on the incline for any purpose whatsoever while a car is in motion or while a car is standing at the crusher waiting to be dumped.

**IN GENERAL:** Wherever the work requires an employe to wear goggles they are provided by the company and theoretically charged to the employe. Should he leave the employ and return the goggles no charge is made. This is the same in regard to the Bakelite hats. We provide safety equipment for whatever job it is necessary. The equipment of the quarry is inspected at regular intervals and the condition noted on reports, and properly transmitted to the superintendent who, in turn, has the foreman correct the unsafe conditions.

**SAFETY ORGANIZATION:** We have at all times welcomed inspections by inspectors of the Department of Labor and Industry, inasmuch as we feel the recommendations offered by them are for the best interests of all concerned. The safe practices mentioned are in addition to the requirements of the Quarry Code of Pennsylvania. We insist on the Quarry Code being followed to the letter and will not countenance violations by any of our employes.

**MEETINGS:** In the safety meetings with the men, we combine the quarry with the cement mill. We have at least six mass meetings of all employes in the year. These are held at the plant and speakers are drawn from our own organization. We have the regular monthly safety meeting of the safety committee and foremen. Following the monthly safety meeting the foreman of each department holds a departmental safety meeting in the presence of the superintendent. At this meeting the foreman transmits to the men in his department the salient points of interest which were brought out at the regular



monthly meeting of the safety committee. Every Wednesday at 12:00 o'clock the superintendent meets with a number of his employes drawn from various parts of the mill. The number drawn to this meeting does not exceed six. It is the duty of the superintendent to discuss the individual job of each of the six men in a heart to heart fashion. The superintendent becomes one of the men at these meetings and does not consider himself a superintendent. The meetings last twenty minutes, and it is our purpose to have the superintendent talk to every man at least twice in a year's time.

The superintendent meets with his foremen every Monday morning at 11:00 o'clock. At this meeting he outlines the plans and work for the week and expects each of his foremen to follow the plans laid down in these meetings. Twice every year, usually June 1st and November 10th, all the employes of all the cement companies in and around the borough of Nazareth hold a mass meeting at the Broad Street Theatre. The meeting in June inaugurates a five-month no-accident campaign; the one in November commemorates the completion of the campaign and at this meeting trophies are awarded to the plants that have completed the five months without a single lost-time accident. The participants in these combined meetings and campaign are Hercules Cement Company, Nazareth Cement Company, Lone Star Cement Company, Keystone Cement Company, and Pennsylvania-Dixie Cement Corporation, Plants 4, 5 and 6. In the five-month campaign in 1930 four of the plants completed the five months without a single lost-time accident and were awarded a trophy. We have had an attendance of 1,000 employes at these combined meetings up to the present time.

**INVESTIGATION OF ACCIDENTS:** Every major accident, or lost-time accident, and every minor accident or those requiring a second dressing by the physician are investigated by a standing investigating committee which is elected by the Safety Committee of each plant. The superintendent sits in the investigation but does not have a vote. The following information is recorded by this Committee:

Date of injury—Time—Place—Nature, extent of disability—Cause of injury—Recommendations for elimination of similar accidents in the future—Personal responsibility for the accident.

Inasmuch as we feel that 90 per cent of all accidents are caused by the personal equation there is a personal responsibility for practically all accidents. Any employe who is charged with the responsibility for two accidents in the course of 365 consecutive days is penalized with a two-week lay-off. Should this same employe be charged with the third accident in the same period he is eliminated from the payroll. In charging the responsibility for an accident an employe may be charged whether or not he, personally, has suffered the injury. The investigating committee is no respecter of title or position in the findings of their investigations.

**PUBLICATION:** We publish a monthly magazine called the "Penn-Dixie News," in which the findings of the investigating committee for each month are published just as recorded by the investigating committee. We feel the publicity given to the findings of the investigating committee has done more toward the reduction of accidents in our organization than any other single thing. It is absolutely necessary for the superintendent to carry out the recommendations as made by the investigating committee. We also publish the records of each department in our organization listed by plants.

**IN GENERAL:** Regardless of the nature and number of safe practices instituted, we have found it necessary to have the unqualified support of each member of the organization in carrying out these practices and without the individual and collective enthusiasm of every employe no safety campaign can be successful. We feel justified in stating that we have the unqualified support and cooperation of every employe, and as evidence of this, we present the fact that the plant, of which this quarry is a part, operated the entire year of 1930 without a single lost time accident and to date the record is still clean. We wish to commend the Division of Quarries of the Department of Labor and Industry for the splendid spirit of friendship and cooperation which they have taken in helping us to establish our system of operation at Plant No. 4 and wish to assure the Department of our entire cooperation at all times.

---

**THE CHAIRMAN.** Is there anybody present who would like to ask a question of Mr. Fortuin? At this time we will have a short discussion if you are so minded.

**FRANK E BABCOCK, P. & L. E. Railroad Pittsburgh:** I would like to ask the speaker the average number of men per year during those five years on that operation in which he had no accidents.

**MR FORTUIN:** The average was thirty-five over the entire period, which does not include the men at the top of the crusher and at the top of the incline.

**L. H. CUTTEN, International Motor Company, Allentown, Pa.:** I would like to ask whether that penalty doesn't have an adverse effect on reporting accidents?

**MR. FORTUIN:** No, it doesn't because anyone failing to report an injury is discharged from the payroll at once. And there is no exception to that rule.

**THE CHAIRMAN:** Our next speaker is Mr. D. C. Thomas, Safety Manager of the Lorain Steel Company, Johnstown, Pa. Mr. Thomas' job, I might say, is made a little easier. He doesn't have as hard a job as some of you safety engineers because Mr. Burton, the President of the Company, is "safety-minded." And that has been a very big help, as Mr. Thomas will agree, in



cutting down accidents in the Lorain Steel Company, because right from the top down to the ground they are working for safety, and they get cooperation all along the line. Mr. Thomas.

MR. D. C. THOMAS, *Safety Manager, Lorain Steel Company, Johnstown, Pennsylvania.* Mr. Chairman, Ladies and Gentlemen: Some weeks ago Mr. Frank, the district inspector for the Department of Labor and Industry, came into my office and wanted to know if we couldn't have somebody come to Harrisburg to give a talk in connection with safety. I immediately went with him to Mr. Burton, to see if we could get him to go, and he said he would. And he would have been here, but unfortunately, he had to be in New York today, so that I was put on the job myself, and I am sorry for you that I have to be the speaker.

First, I want to say that we have in our safety work the most hearty support and cooperation of our President and General Superintendent.

Some years ago we started out with a plan of guarding exposed hazards on all machinery so that it would be almost impossible for a workman to be caught in a moving part. The man in charge of guarding the machinery invariably consulted the operator of the machine, getting his viewpoint, and his cooperation in making the guard satisfactory to the operator as well as guarding the point of danger.

After guarding a great part of our machinery we found that there was still a large amount of work to be done along other lines if we were to be successful in reducing our accident record.

In our steel foundry chipping room, with some 200 men, an average of eight eyes were lost each year. A drive was put on to have all men in this department wear safety goggles. This was a difficult problem—excuses of all kinds were made by the workmen as to why they could not work while wearing goggles—such as perspiration, dimmed vision, and many other reasons. It became necessary to make a ruling that any workman found chipping and not wearing his goggles would be dismissed. We thought this would solve the problem but we were mistaken. A workman would be found chipping and not wearing his goggles, and the question of his dismissal would be taken up with his foreman. The foreman would come back with the argument that it would be impossible to let this man go. He was one of his oldest and most experienced men and by letting him go, production would drop. After considerable thought, and the rejection of many schemes, it was decided to put out a ruling that if any workman was found chipping and not wearing goggles, the foreman of his particular section would be dismissed. This proved to be the solution, and I am glad to say that it was not necessary to dismiss a single foreman.

The wearing of goggles has been carried into other departments where eye hazards are present. In our machine shop we had several men who worked at

the trade for many years without an injury to the eye, and some of them pooh-pooled the idea of wearing goggles for safety. However, one day one of these older workmen, wearing his regular glasses, was struck by a flying spall and the lens of his glasses were broken to pieces. Small pieces of glass entered the eye, but fortunately did no serious damage. A few days later the old gentleman came into my office and asked if he could get a pair of goggles without the men in the shop finding it out, as he had done so much talking he did not want to go to the toolroom. He was given the goggles—and, within possibly a week the several objectors in the machine shop had come to my office and quietly gotten a pair of goggles without the other men knowing of it—yet they themselves confidentially told the others that they had better get a pair of goggles. We have not lost an eye due to spalls or chips since May 22, 1914.

Safety locks tagged "HANDS OFF—DANGER—MAN WORKING," are furnished to mechanics, electricians, carpenters, machine operators, and some others, in order that switches may be locked open by the workman himself when repairs are being made and this lock may be removed only by the man who placed the lock.

When pouring floors in foundries, annealing furnaces, burning, arc welding, and occupations where there is danger of men being burned, they are furnished fireproof clothing, leggings, and gloves for their protection.

We have a suggestion box at our main gate, and we welcome suggestions from our men. Some suggestions are out of all reason, but many are very good. These suggestions are acted upon by a committee of four, and for any suggestion adopted a suitable amount is paid to the man making the suggestion.

We have a general safety committee consisting of heads of departments that meets every Monday or Thursday morning. This meeting is presided over by the president of the company. Points for safety, near accidents, careless practices, accidents, minor as well as major, are discussed.

We have a plant safety committee of twelve men, consisting of foremen and workmen. This committee meets monthly and an inspection is made of the entire plant. Its findings are recorded and taken up for correction by the Safety Department with the departments concerned. This plant safety committee reports directly to the Safety Department

We have what we term careless practices committees in each department, consisting of twenty-seven men. These committees note careless practices and dangerous conditions in their respective departments and report direct to the department superintendent. Our men appreciate this committee and so far as we can learn no hard feelings have resulted from reports on careless practices. The man reported understands and knows that he, himself, may be the next one appointed to serve. All plant patrolmen are also serving on this committee.

An Annual Safety and Get-Together Meeting is held, attended by all department heads, foremen, sub-foremen and safety committeemen. There is a banquet, entertainment, a principal speaker, and a general discussion of accident-prevention activities.

Group safety meetings are held in some department every Tuesday following the noon lunch period. Sometimes there are speakers from outside, sometimes from within the plant, and at times we have the man who has met with an injury explain just what happened. Stenographic notes are taken at these meetings which are transcribed and copies sent to every department head, foreman, sub-foreman and safety committeeman.

Annual physical examinations are made of men operating locomotives or overhead electric cranes, all railroaders and men whose work requires them to go twenty feet or more above ground level.

When an accident occurs, or there is a near accident which could have resulted seriously, a court of inquiry is held and a thorough investigation is made and the following determinations are made:

What was the injured man doing?

How did the accident happen?

What was the cause of the accident?

Who was to blame directly?

Who was to blame indirectly?

Was the man instructed by anyone in authority as to how to do the job safely on which he was injured?

What rules, safety or shop, were violated?

What discipline, if any, is recommended?

What suggestions to prevent a similar accident?

This court is made up of seven men—General Superintendent, Manager of Safety Department, Master Mechanic, Superintendent of Electric Department, and three other department superintendents. The General Superintendent is chairman of the court, and the Manager of Safety Department is in a manner the prosecuting attorney. All members of the court are privileged to question witnesses during investigation, after which findings are made as listed.

We also have inspectors whose duty it is to make inspections of cranes, daily; chains, hooks, tongs and cables, twice monthly; ladders, safety locks, extension cords, and motor vehicles, monthly.

Running and horseplay in the plant are discouraged at all times.

Daily letters and individual cards to workmen have been used with success on special safety drives. Posters are used at all times.

Good housekeeping and cleanliness are two of our greatest aids in safety work and practically all of our departments have fallen in line with this part of our program.

We have received from the Department of Labor and Industry at Harrisburg and from the Supervising Inspector in Johnstown, the most hearty cooperation and assistance.

In our rules for safety we make sure the rule does not work hardship, and we enforce the rule.

In our plant we often quote our beloved Abraham Lincoln:

"It is the duty of every man to protect himself and those associated with him from accidents which may result in injury or death."

I thank you.

---

THE CHAIRMAN: Has anybody any question he would like to ask Mr. Thomas?

MR. C. E. SANKEY, *National Tube Company, Pittsburgh, Pa.*: As to those fireproof clothes you mentioned, could you give the name, and does the company furnish the employes with those fireproof clothes?

MR. THOMAS: We furnish the fireproof clothes to the men without charge.

MR. SANKEY: Are they fireproof?

MR. THOMAS: They are as near fireproof as we have been able to get.

MR. SANKEY: That is the point. If there are any real fireproof clothes, we haven't been able to find them.

MR. THOMAS: It is a help, though; we will have to admit that.

THE CHAIRMAN: The next speaker is Mr. C. F. Agnew, Secretary and Treasurer of the Jump House Wrecking Company, Philadelphia. That is a fine name, and I want to tell you that this company has the "jump" on a whole lot of the others. The Jump House Wrecking Company is in the demolition business. Two of their largest jobs were the demolition of all the structures within the territory taken up by the Pennsylvania Station in New York City, which consisted of about four square blocks; and all of the structures on the approaches to the Philadelphia and Camden bridge. Mr. Agnew.

MR. C. F. AGNEW, *Secretary and Treasurer, Jump House Wrecking Company, Philadelphia*. Mr. Chairman: Our concern has operated around Philadelphia for some fifteen years, and we are just a little bit different from most of the people who are here. We are not a large organization, nor do we have properly trained men as you do, but I think our business is just as hazardous, and our company has given a lot of concern to safety. I have taken an interest in safety in the Philadelphia area, myself, and have given considerable time to



develop out of our business a possibility that I think is there, but I have butted up against some conditions that are almost intolerable, and if it were not for the help of the inspectors of the Department of Labor and Industry, I would have had to give up.

We meet conditions in competition. Men are brought into our line of business who are not experienced. Jobs have been given out to excavators, jobs have been given out to brick-peddlers, and other branches of the business—simply because their price and figure was entertained by the general contractors. We feel we are a part of the general contracting business.

Another condition we have to meet is that any man, no matter what his experience may have been, can go into the city hall in Philadelphia, and for the sum of \$3.00 get a permit to tear down the largest operation that the city has there.

We also find that the bonding companies are not using proper discrimination in the men they are bonding, that these men pick up men not qualified to do that line of work.

Our organization has been in existence some twenty years, and we have got together some good men with experience with whom we can operate our various jobs, and that helps us to keep the number of accidents down to a minimum. That is not so in the general run of business, and that is what I have taken up in the Philadelphia area.

I would like to bring to your attention some specific jobs. Sometime ago one of our large contractors had a theatre to demolish. There are three classes of buildings that are especially hazardous in our line. They are the church, the theatre, and the brewery. This particular job was a theatre. Bids were submitted to the general contractor, and we were called in for consultation. I asked the general contractor just exactly the situation—of course we were informed that we were not in the bidding—and I asked him who the man was who got the job, and he told me, and I found out to my surprise that the man had practically no experience in our line of business. He started a job he didn't know anything about. I can't describe to you just what the outcome of it was, more than to say that it could have been 100 per cent worse than it was.

The old Continental Hotel Building was given to a man that had no experience in that line. It had a large ball room. And that ball room ceiling was carried by trusses and those trusses were set in the partitions in the floor above. The demolition contractor sold the iron to a junk dealer, and in his anxiety to get as much iron as he could out of the job, as quickly as he could, he has the men strip the partitions above, and he starts cutting the bolts that held the trusses together, and the outcome was that the heavy ceiling over that big area fell. Had that ceiling dropped just fifteen minutes before, it would have caused fifty casualties, and nearly half of them would have been deaths. On that same job there was a stone balcony that protruded three or four feet from the out-



line of the brick in that building. When the men came to that stone, instead of using the precaution which experienced men would have used, of bracing the outer corner of that stone, they figured that that stone would carry itself. As a result when they lifted enough weight from the back end of that stone, the stone toppled over and went down to the street crushing the bridge, but fortunately there were no casualties.

That is the nature of our business. I hope that in the next few years we can have our line of business organized and have the same control as industry in other lines. But we need the cooperation of men such as you. We need experienced men, men of ability such as you. You may travel on the railroad trains and see on the various signs, "Demolition Engineers," don't believe it! We haven't reached that stage yet, I think we ought to but we just haven't. We are just demolition men, and our concern is successful simply because of our experience, and because my partner and I devote our whole time to our work and the supervision of our organization, and because of the men who have been with us for from twenty to twenty-five years. We have been able to keep our accidents down to a minimum.

I am going to make this appeal to you to help us so that we can eliminate as far as possible the fly-by-night man who cares little about his brother, who cares little outside of the almighty dollar, who cares little about the future, because he comes and takes one job, and then he is gone. I thank you for your attention.

THE CHAIRMAN: Would anybody like to question Mr. Agnew on this very necessary but hazardous work? There is no question but that demolition work is very hazardous, and I think there should be some discussion.

MR. J. J. COFFEY, *Supervising Inspector, Department of Labor and Industry, Philadelphia*. Mr. Chairman, Ladies and Gentlemen: I am not going to question Mr. Agnew, because I know of his work. If there is a better demolition company than Mr. Agnew's, I don't know where it is, and the Department of Labor and Industry doesn't take one bit of credit for the work this company is doing. They did wonderful work in New York before they came to Philadelphia some fifteen years ago. Director Immel and I looked at a job in Philadelphia where three lives were lost, because one of these fly-by-night demolition companies took the job.

About two or three years ago, Director Immel and I investigated an accident in Philadelphia. We found that the floor had given way because of the improper manner in which the job was being done; the strength of that floor was approximately six tons, and they had twenty-five tons on the floor—it was a house they were tearing down. The contractor told us that they were taking the brick from the side walls faster than they were shooting them to the ground. The floor gave way, and the men who were on the floor fell to their death. Almost

any experienced house-wrecking company can tear down the average office building, but the company tearing down a theatre, church, brewery or convention hall must have had real experience. The job I cited is a very good example of what can happen through lack of experience. I would therefore urge you to give serious consideration to getting out a proper code for the demolition of buildings.

MR. AGNEW: I want to take one minute more—I thought of something while Mr. Coffey was talking, and that is that we are usually handicapped in our work because we take buildings of which we can get no plans, and if an inexperienced man goes in on the floors without knowing the construction, of course he is handicapped. Any experienced man knows his floor; he doesn't have to have plans to know it, but he examines things carefully. The case Mr. Coffey spoke about was caused by a header, or by a changing of a stairway from one side of the building to the other. The old header was left in, and when the man was placing his material on the floor, figuring that that floor would carry the amount of material that he supposed the joists would carry, he was disappointed, and the result was the death of three or four men. The floor gave way, bulging the side walls out and dropping that floor, and carrying the other floors down with it to the cellar.

I want to say again that while most of the concerns represented here today might not be impressed by the nature of the work in our line of business, the casualties that are caused not only affect their homes, but may affect anyone along the street. No wonder the inspectors in the Department of Labor and Industry are interested. I am going to plead with you again to give them the support that they have been looking for.

THE CHAIRMAN: The last speaker in this very interesting series of discussions is Mr. Ralph Ferry. Mr. Ferry is General Superintendent of the United States Aluminum Company of New Kensington, Pennsylvania. This company employs about 4,000 men, and through Mr. Ferry's efforts and the cooperation he has received, they have been able to reduce their accidents to a minimum. Mr. Ferry.

R. M. FERRY, *General Superintendent, United States Aluminum Company, New Kensington, Pennsylvania.* Mr. Chairman, Ladies and Gentlemen: Those of you who have children know how the youngsters begin to watch the calendar about the first of December. Those youngsters had nothing on us in 1930. The December 1st reports showed that our plant was leading in the safety contest for the improvement trophy by five points. Our plant had 198 points, and the second plant had 193 points—in fact, the plant in fourth place was only fifteen points behind us. Up to that time we had made the best record our plant had ever made, so you can imagine how anxious we were to see December behind us with a good safety record.

Since we were successful in coming through with a good December record and winning the safety trophy which our company offers, the Department of Labor of the Commonwealth of Pennsylvania has seen fit to ask me to come here and tell you how we did it, in the hope that it may help others to improve their safety records. I am very sorry I cannot give you any simple formula which you can go home and apply. In fact, I doubt if I can tell you anything new, because we merely learned all we could about safety from our friends, and then applied as much as possible to our own plant.

Because of the fact that our company offers a safety trophy, you realize that the executives of our company are anxious that the various mills be operated in a safe manner. On two occasions the president of our company told me personally that one of my duties was to see that the plant is operated in a safe manner, and that he would like to know that the employes of his company came to the shop, performed their work, and went home with all their fingers and toes.

We try to pass on to the foreman a sense of his responsibility on the safety question. We have tried to impress upon the foremen that, when receiving a new employe, it is not only necessary to instruct him as to how he should do his work, but as to how he should conduct himself while in the plant so as not to suffer an accident.

Our geographical layout has resulted in dividing the plant into two main divisions. Each division has its own safety committee, one with 49 members and one with 53 members. These committees meet independently once a month, and during the year handed in 418 suggestions, of which 334 were carried out by the end of the year. When you consider the variety of suggestions that come in during the year from 102 employes, you will agree with us that the adoption of 80 per cent represents an enviable record. If a suggestion cannot be carried out, a complete explanation, with reasons, is given to the man making the suggestion.

Our records bear out the saying that safety work is primarily an educational proposition. Machinery was involved in 14 per cent of our accidents last year, whereas 86 per cent were non-mechanical.

Although we subscribe to the National Safety Council Bulletins, we also use a great many homemade bulletins. These bulletins are reproduced by the mimeograph, often in colors. The idea has grown so that today we are not dependent solely on the men in the Safety Department. When anyone in the plant sees someone indulging in an unsafe practice, he sends information to the Safety Department and a bulletin is immediately issued. On several occasions the portrayal has been so accurate that the person involved was recognized by his fellow employes in the mill; and the finger of scorn pointed by a fellow workman is more effective than any comments made by the Safety Director or myself.



Another development that has been very interesting to me is the goggle situation. At our plant we use what we call the Ford Treatment, picked up by our Personnel Manager during a visit to the Ford Plant. Whenever any man breaks a goggle rule he is sent to the Safety Department on his own time and seated at a table with a good supply of goggle bulletins and cards, bearing sayings such as, "Glass eyes are cheap, but you cannot see with them." The man is left by himself to study over this material. At the end of half an hour he is given a heart-to-heart talk by our Safety Director with regard to the value of his eyes. After the talk he is asked if he is willing to sign a card, pledging himself to forever obey all goggle rules. In every instance the man has willingly signed, and in one instance a man's wife wanted to know why he had come to the Safety Department on his own time, so she came down and investigated. When she learned what it was all about, she thanked our Safety Director for taking such an interest in her husband's safety.

Perhaps you would like to know some of the accomplishments that helped us to win this trophy.

Our whole works, with an average of 3,910 men and women, had 327 days in 1930 without a lost-time accident. In one department, with about 700 employes and 92 power-presses, we did not have a single press accident nor an amputation. Our Pattern Shop, which has had from five to twenty-two employes during the past seven years, has gone 86 months without a lost-time accident. Our box shop has gone 56 months without a lost-time accident. During the past four years and eight months, we have averaged three carloads of lumber per week or, in other words, we have received, cut up, and made into boxes approximately 692 carloads of lumber without a lost-time accident. Our best record to date is 77 consecutive days without a lost-time accident. Part of these days, however, were in 1931, and just to show you how keen the competition is between our plants, I might say that in January of this year every one of the plants had a perfect score, not a lost-time accident.

I am afraid I have not told you anything new, and all I can tell you is something you already know, and that is, that in this safety work you are dealing with human beings, and since we are not all alike, one simple rule will not apply to all cases. You know some people who can be coaxed along, some who have to be pushed, and some with whom you have to get real rough in order to make an impression on them. I am reminded of a story which is vouched for as a true story by one of our foremen.

His young son came into the house the other afternoon and asked his mother for his overalls. When questioned as to why he wanted them, he informed his mother that he and Jimmy were going to beat up Bill because Bill didn't believe in Jesus Christ, and they were going to beat him until they had beat it into him.

Another story I heard over the radio the other night was with regard to a city girl who had her first assignment of teaching in a country school. She put

the problem to one of the country boys as to how many sheep would be left in a pasture if there were five to begin with and one jumped over the fence? The country boy replied, "None." The teacher told him he was wrong—there would be four left. The boy replied that the teacher might know her arithmetic but she didn't know sheep.

It seems to me those two stories illustrate two of the kinds of human nature we have to deal with. Some are stubborn and will have to have safety beat into them. Some are like sheep and will follow if you can get a good leader to lead them, and then you also have the situation that I believe was a very large factor in our plant during the past year, and that is competition. We were competing for a trophy with six other plants, and you can work on a man's vanity because every man wants to think he is as good as the other fellow, and if you have something to work for, like a trophy, I think you will find a considerable response because the men in your plant do not want to admit that they cannot work as safely as the men in some other plant, and we are glad to congratulate and thank the men and women in the mill on account of their splendid cooperation.

---

THE CHAIRMAN: The next and last speaker for this morning's session will talk on "Psychology of Safety." Professor J. O. Keller, Head of the Department of Engineering Extension, of our own State College, at State College, Pennsylvania. Professor J. O. Keller.

### THE PSYCHOLOGY OF SAFETY

BY PROFESSOR J. O. KELLER,  
*Head, Department of Engineering Extension,  
 The Pennsylvania State College, State College, Pa.*

Mr. Chairman, Ladies and Gentlemen: About a month ago our department at the College was invited to furnish a speaker for this safety conference by the Department of Labor and Industry. Some of our staff suggested that I be the speaker to which I said, "All right, if you will find out what the topic is, I already have the speech." All I needed was a name, because I always give the same speech anyway. And so when they came back with the information that my talk was to be called "The Psychology of Safety," I said that that was a good name for the speech.

The whole matter reminds me of the story of the colored preacher, who had a large congregation each Sunday, but who always gave the same sermon. A newspaper endeavored to find out the secret of this man's ability to hold his large audience Sunday after Sunday with the same sermon, and sent a reporter around to interview him. The minister, in reply to questions, said, "Yes, I always give the same sermon, brother, but the secret of my success lies in the



fact that I always shout at different places." And so for those people in this audience who have heard this speech before, I will try to shout at different places, and then they will think that it is a different speech.

Of course, we college professors are always asked to talk on a theoretical subject, and naturally we do not like to disappoint our public. Consequently, what information you get from this talk will be simply theoretical, with little or no practical value. I am not a psychologist, and know very little of the science of "psyrology," but that will not deter me from talking about it. However, what I have to say are my own ideas, and my college is not responsible for my thoughts. Our Department of Psychology may not wish to stand back of my statements, for they might utterly disagree with these sentiments. I am only saying this because I don't want to get into any trouble such as General Butler recently encountered.

It was one of our great American psychologists, about thirty-five years ago, who said that just as the nineteenth century had been emphatically the century of physical science, so this present twentieth century would be the century of social science, which includes psychology. He of course meant that considerable thought and consideration in the future would be directed to the human side of the world and to the understanding of the human side. We live in a changing world, a world of changing thoughts and ideas; and science is more or less responsible for the rapidity of this change. The changes affect our attitudes and beliefs in all walks of life: in politics, religion, art, sociology, philosophy, education, economics, and psychology. Change has brought about conflicts in all of these fields—in religion we have the fundamentalists and the modernists; in economics, the proponents of the old static theories and the proponents of the new dynamic theories—and so also with psychology, the old against the new.

The "old" definition of psychology was "The science of the mind or soul," or "The science of mental or conscious processes." The "new" definition of psychology is "The science of the facts of human nature and human behavior," or "The science of human behavior in its relation to, and dependence upon, mental process."

But all the social sciences seem to be approaching each other, almost encroaching upon each other. Marshall, for instance, in his "Economics of Industry," defines economics as "A study of man's actions in the ordinary business of life," and I believe that is exactly the definition that the modern behaviorist would give for psychology.

Psychological problems of the economic life arrange themselves in three well-marked groups:

First, problems of the worker—his character, intelligence, temperament, feelings, attitudes, vocational fitness, and so forth.

Second, problems of the work, and the factor upon which its efficiency depends, such as fatigue, length of work and rest periods, economy of movement, conditions of work, waste elimination, safety, carelessness and the like.

Third, problems of distribution, the market of demand and supply from the psychological point of view.

Industrial psychology has confined itself for the most part to the first two groups, to the selection of the worker, and to the improvement of work and working conditions. There is a close relationship between this applied psychology and so-called scientific management. So much has been written about this side of psychology and its applications to safety that I am unable to touch on all phases of it in my limited time. I am, therefore, going to confine my remarks to our theories of the learning process, as developed by psychologists, and their applications to the safety problem.

Mr. Ferry, the last speaker, said that this safety problem was largely one of education, and I want to thank him for saying this for me. But we are just beginning to learn something about education. We do know that all learning is self-learning. Then we might ask "What is teaching?" Well—teaching is causing to learn.

Mr. Heinrich, the first speaker this morning, divided the safety problem into three main parts from the standpoint of education—skills, attitudes, and knowledge. He stressed our lack of knowledge regarding safety practices. Thomas, in his "Principles and Technique of Teaching," divides all learning into three types very similar to Mr. Heinrich's divisions—Habits and Skills; Knowledge and Information; Attitudes and Appreciations.

I am not going to agree entirely with Mr. Heinrich in placing the emphasis on "knowledge" for it is with "attitudes" that I believe most emphasis should be placed right now. I believe in so far as skills are concerned, that we recognize that the efficient workman is the safe workman, that the efficient factory is the safe factory, and further, that we are constantly seeking more and more knowledge concerning safety. But while many of our industrial executives have the right attitudes in regard to safety, the great majority do not. This may not apply to the group gathered here, for you evidence the right attitude by being here. And while there are perhaps four or five hundred people at this conference, it represents but a small portion of Pennsylvania industry.

I asked Mr. Campbell, just a few minutes ago, how many industrial establishments there were in Pennsylvania, and he told me something over 20,000. Now there are not 20,000 people here, and while the Penn Dixie Cement Company, the U. S. Steel Corporation, the Jump House Wrecking Company, the U. S. Aluminum Company and others are represented and show high interest, there are probably thousands of small and even large companies whose managements have not the right safety attitude.

Now, how do we teach attitudes? Let us first see how anything is learned.

Psychologists of all classes have been contributing much to our knowledge of the learning process. But I want to illustrate by citing some experiments made by the behaviorist group. One experiment that is tremendously interesting was conducted by Watson. He took a group of persons in a dark room and suddenly turned on a bright light causing the pupils of the eyes for each person to contract. By repeating this many times, and by ringing a bell each time he turned on the light, he found that he could get their pupils to contract by simply ringing the bell. Now taking another group of persons, he reversed the process and trained the pupils of the eyes of this group to dilate at the ringing of the bell. Next he brought the two groups of persons together in one room, and when he rang the bell, the pupils of half the crowd dilated and the pupils of the rest contracted. The experiment is an excellent example of the "conditioned reflex," and illustrates that a "reflex" action can take place without resorting to the use of a normal stimulus.

Mr. Watson went further to show that other human behavior which ordinarily takes place because of a normal stimulus can be made to take place by a different stimulus. He took a little boy and blindfolded him. In front of the child he placed three tumblers, one containing orange juice, one vinegar, and one water. With a large sized eye dropper he squirted orange juice seven or eight times into the child's mouth at appropriate intervals. After that he squirted one eye dropper full of vinegar, which the little fellow immediately spit out. Mr. Watson then continued with the orange juice for perhaps six times, when he again used vinegar with the same result. After about four such cycles he had to give up the experiment for that day, as the little boy displayed lack of interest. The next day, Mr. Watson started the experiment again, with a smaller number of orange juice doses before he used the vinegar. Also he began to snap a little "snapper" each time he fed vinegar. Finally he used water instead of vinegar, but used the snapper also; and the little fellow spit the water out. Later when the boy was playing with his blocks on the floor, Mr. Watson would make him spit and grimace simply by snapping the snapper. In passing I might say that Watson brought the boy back to normal again by a process of reeducation.

Both experiments open our eyes to some of the mystery that underlies the learning process. The behaviorists teach that we all learn through every experience of life, and therefore that all life is learning. While at first the behaviorists were inclined to doubt many so-called native traits and characteristics such as instincts, Watson states that a child is born with the emotions of fear, rage, and love. At least he says that these three emotions can be produced in the newly born babe by appropriate stimulus. Fear is produced by suddenly removing support, and rage by holding its arms and legs in such a manner that the baby cannot move them.



But while the emotion of fear is evidently native, fear of the dark is an acquired or learned trait. We know that most children show a fear of dark early in life. It might be explained very much on the principle of the orange juice experiment—a conditioned reaction. The child totters into a dark room and bumps its little head against a bed or a bureau. Naturally it believes the dark bumped its head. And it doesn't take many such experiences to bring about a fear of the dark. The learning process follows certain laws or principles that psychologists have named in various ways, the law of use or frequency, the law of disuse or recency, the law of effect, the law of interest, the law of interference, the law of distribution, the law of self-activity, and many others. We have not the time, however, to go into all of these.

However, the different types of learning are taught in different ways. A lot of our trouble in safety has been that we have tried to teach an attitude in the same way that we teach a skill or knowledge. This is of course inefficient and not very effective.

We know of the best way to teach habits and skills. It consists in giving the learner a clear model or image, and in having the learner reproduce the image. It is important that the learner copy the model correctly the first time if possible, otherwise he learns something he must unlearn. After he has correctly learned the skill or habit, he is made to repeat it correctly at appropriate intervals until he is sure of himself and can be left to himself. That is the way we teach a boy to spin a top, or a girl to typewrite or play the piano, or a man to operate a punch press. There are many applications of this type of learning to the safety problem.

With knowledge and information we use a problem method of teaching for most effective results. We get the learner to recognize a difficulty to think out many possible solutions to the difficulty, to select a tentative solution, and to attempt to verify or prove the selected solution. If the solution does not prove out, then the process is repeated until success is attained. We cannot teach knowledge, or information effectively by merely telling, showing, or the like; there must be a complete act of thought on the part of the learner. That is why the conference method in training foremen has proved so effective.

Now with attitudes and appreciations, we are not so certain of our ground. We probably arrive at attitudes through learning skills and information. But also attitudes come about through other means, certainly by imitation and suggestion. Our attitudes reflect our sentiments and belief. James Drever, in "Psychology of Industry," defines suggestion "as a process by which an individual's beliefs, ideas, or opinions may be directed, modified, and controlled, independently of logical or rational grounds, and in such a way that the individual will act on such beliefs and opinions with at least as much certainty as he would act on beliefs and opinions for which he had logical or rational grounds."

Of course propagandists and our friends the advertisers have been making use of suggestion in a most effective manner. They very subtly create the belief, in the most of us, that a certain cheap cigar is the only one made without the end of the tongue being used to cement the wrapper. If we stop to think, we realize that all cheap cigars must be machine made.

But what attitudes are we to teach in regard to safety. I think it was Mr. S. J. Williams in 1919, in a talk before the National Safety Council, who gave an illustration of this attitude, similar to one used by Mr. Heinrich this morning. In principle it goes something like this. Accidents are simply a barometer of efficient operation. If a box falls off a loaded truck and crushes a man's toe, we have an accident. But it stands to reason that every time a box falls off a loaded truck somebody is not hurt. Therefore it must take many boxes falling to produce an accident. In other words, one accident indicates poor operation many times and consequently poor executive supervision.

Mr. A. W. Whitney has said, "Safety in industry must become a matter of first-rate and first-hand executive importance." We will have many examples throughout this conference which will show how executive attitude can lower the rate of accidents in one plant after another. But perhaps Mr. Williams' example is looking at the matter from only one angle.

Mr. Whitney further says, "The relation between safety and efficiency is not so much a direct relationship at all, but arises out of the fact that both are the results of a third factor, namely, a purposeful, powerful, dynamic, and executive organization of the industry."

And again, "An industry that is rightly conceived and organized will function properly, not in one respect, but in all respects."

While our statistics tell us that there are less accidents per unit of produce, they tell us also that there are more accidents per person employed. Less accidents per unit of produce, but more things produced, and hence more accidents. Now of course you men and women here represent industries where the executives have the right attitude; but I am thinking of the other twenty thousand establishments in Pennsylvania that we must help, with the aid of the Department of Labor and Industry, with the casualty companies, with the National Safety Council, and with other great agencies—we must help to get the right attitude across to those executives; and on that hinges this humanitarian movement. Thank you very much.

---

THE CHAIRMAN: Ladies and Gentlemen: This meeting stands adjourned.



## AFTERNOON SESSION

The conference was called to order at 2:00 p. m.

JOHN PHILLIPS, *President, Pennsylvania Federation of Labor, Member, Industrial Board, presiding.* Ladies and Gentlemen: Before proceeding with this session, I would like to make the following announcements.

A number of requests have been received for a list of those in attendance at this conference. Those who desire the list will secure a copy by mail by leaving their names and addresses at the registration desk.

At the conclusion of the speaking program and after the discussions there will be a showing of a moving picture, a very high type educational safety film, developed by the Bell Telephone Company, and made available here through the courtesy of the Citizen's Safety Committee of the Philadelphia Chamber of Commerce.

It is significant in the history of the safety movement in Pennsylvania that we have reached a point in a conference where labor in a formal way is participating in a program with the President of the Pennsylvania Manufacturers' Association, and a representative of the Philadelphia Chamber of Commerce. This is due to the fact that we have come to the realization that human safety is a matter of such importance that the fullest and most complete kind of co-operation should be given to it by all citizens of our Commonwealth. (Applause.)

The gentleman who is to address you is well known to everybody from the western end of the state. He is the president of the Fort Pitt Malleable Iron Company, which employs approximately five hundred workers, and he is interested in other manufacturing enterprises in that part of the state. It gives me great pleasure to introduce to you the manufacturer from McKees Rocks. Mr. Lanahan.

## INDUSTRIAL SAFETY

BY FRANK J. LANAHAN,  
*Fort Pitt Malleable Iron Company,  
Pittsburgh, Pennsylvania*

Mr. Chairman, Ladies and Gentlemen: I notice that we have on the program this afternoon Mr. Phillips, president of the Pennsylvania Federation of Labor; Mr. Kennedy, representing organized miners, and myself, a manufacturer. It looks as if we were a trinity to work miracles in connection with safety.

My paper has been prepared principally from the point of view of an employer, and being a member of the National Safety Council, I have injected into it a number of their ideas. The employe's part in safety I have not stressed because that will be ably covered by other speakers. My endeavor will be to interest executives in the movement to conserve human life a little more than they are now interested.

The Department of Labor and Industry of the Commonwealth of Pennsylvania deserves the highest commendation for arranging this and other conferences of a similar character, and every citizen should be grateful for the effort put forth for the conservation of human life.

We are here this afternoon to talk of safety, the prevention of accidents, the saving of life and limbs, safety education, and safety discipline. To many of you the newness of safety work has worn off. It may lack spectacular glamour. If at times it appears colorless, it is only because of our intensive and continuous study of it in its many ramifications. The romance and the color is lost sight of in the humdrum of a continual close-up with safety. It is an all-absorbing, never-ending work, and because of our devotion to it, we often lose sight of its real meaning and its real importance—the very factors which should serve as inspiration for awakened interest and greater energy in this humanitarian labor.

And so this afternoon we shall stand back and survey it from a distance. We will try a new perspective from a considerable distance away, where we can view not only our own efforts, but the safety labors of others.

I hope that in so doing we shall be able to see this safety business in its true colors, in its proper magnitude, and in its real importance. And when we do that, I think we will agree that safety is something big and vital, something permanent, and something surcharged with imagination, idealism, and patriotism—the successful accomplishment of which brings a sublime satisfaction.

I would point out to you some of the hopeful signs of the times in our consideration of industrial safety and accident prevention generally. In the first place there has been a marked change in the attitude of national leaders toward the safety movement. It is pretty well settled now that industrial safety is an accepted and flourishing institution in modern life. The safety scoffers—and there were many of them twenty years ago—are now heart and soul in the work. This in itself is an optimistic indication, but it is even more interesting to note that many of those who pioneered in safety work are still actively interested in it. A little over a year ago, Chas. M. Schwab was asked by the National Safety Council to make a radio talk on industrial safety over a nation-wide network. He agreed and he journeyed from his home in Loretto, Pennsylvania, to New York City to make the address.

Honorable Calvin Coolidge recently praised the safety movement in his syndicated column, and only a few days ago the executive offices of the National Safety Council in Chicago received a request from him for additional timely safety material which undoubtedly he expects to make use of.

At the New York Industrial Safety Conference to be held in a few days, Honorable Alfred E. Smith will be the principal speaker. At the time of the Annual Safety Congress in Pittsburgh a few months ago, President Hoover sent a special message to the delegates praising them for their efforts and urging them to continue.

It is good to see men of this type taking more than a passing interest in the work that you and I are trying to do. It seems to me pretty generally understood now that safety is something very much worth while and that it is actually getting results.

And what a contrast from the olden days. As Mr. Schwab said in his New York address, "those were the dark days in American history, when men were being killed off like flies."

Back in 1911, the *Chicago Daily News* published this paragraph, "It is a sad commentary on our boasted American civilization that in the United States, three times as many persons in proportion to the number employed are killed or injured in the course of their employment as in any other country in the world. The pride of the nation, if nothing else, should lead the American people to insist upon radical improvement in conditions."

Why, there are localities where \$100 was commonly paid as compensation for an industrial fatality—and apparently it was considered quite adequate. Think of it!

There were reasons, of course, why these conditions existed: the apparent indifference of the American people; American industry seemingly was unconcerned about the matter, and there was a lack of understanding of just what the problem really was.

Accidents were just taken for granted. They were considered a necessary part of production—just another cog in the great industrial machine. We took it for granted that with every so many tons produced, a certain number of lives would have to be sacrificed or so many workers would have to be crippled. As we look back on it now it seems strange indeed that we could have such an attitude.

We were foolish to accept this premise at face value. But it is human nature to follow the beaten path.

Do not misunderstand me. There was some effort at safety work prior to 1912. Certain industries had made some headway. At least they seemed to regard the matter as something serious and worthy of more than passing interest. Life was held pretty cheap in those days. There was plenty of man power so it was a simple matter to put in a substitute to replace the accident victim. "Wear and tear" back in the "gay nineties" applied to human life as well as to machinery and material.

It was not surprising that there was a lack of interest on the part of employers. The "fellow-servant doctrine," the "assumption of risk" theory, and the law of "contributory negligence," failed to inspire a desire for any radical departure on the part of the employers. In the final analysis it was the employee who paid. There was little association work then, and employers were ignorant of just what was going on in the industrial field generally. They had a vague notion of what was going on in their own particular plant. And in addition,

as I have pointed out before, the ridiculous idea was prevalent that accidents were unavoidable.

But slowly the finger of scorn was turned upon industry. Eventually society hurled a challenge and said in effect, "get rid of your accidents!" Public opinion demanded an equitable system of compensation for injuries. It said to industry, "this is your responsibility and yours alone". Legislatures of various states began to pass workmen's compensation laws and finally industry started in to clean house. It is the minority which molds public opinion. Every advanced movement in the history of the world has been started by a few so-called earnest crusaders. All progress can be traced directly not to the majority, but rather to a few men of vision who have been the real pathfinders of progress.

So out of all this agitation there came the organization of the National Safety Council by a small group of serious-minded men who were not content to let industrial accidents continue. These safety pioneers organized in Milwaukee in 1912. The meeting was called by the Association of Iron and Steel Electrical Engineers. Here the seed was sown for the national organization. And it may interest you to know that the very first meeting, following the Milwaukee meeting, was held in Pittsburgh, in the Wm. Penn Hotel, on January 4, 1913.

So I say to you that Pittsburgh and Pennsylvania have played a part in crystallizing the safety idea. I mention the National Safety Council now because I realize that no story of safety can be adequately told without reference to the tireless activities and the able guidance of that organization. And I mention it for the further reason that the Council was organized primarily to cope with the industrial accident situation. Little did these pioneers dream that one day we would have a motor vehicle accident puzzle that would loom up high above all other safety problems. Nor did these pioneers foresee that the time would ever come when the American home would cry out for protection from accidental mishaps.

And so the National Safety Council started to work out this problem. It assumed at the outset that accidents were not at all necessary in our social order; that by application of proper remedies in the form of education and physical safeguards, nearly all accidents could be prevented. And they studied the matter from the humanitarian viewpoint, and they realized that here was something more than a mere task—it was a responsibility, a duty. Yes, even more than that, a solemn obligation.

We started to learn how to conserve human life, and by so doing we learned something about human happiness, peace, and comfort in hundreds of thousands of homes of American working men.

I wish that I could be as optimistic about the solution of the motor vehicle problem. During 1930, 32,500 of our people lost their lives on the highways. And there were more than a million non-fatal automobile injuries. Consider



what this means. It means that the equivalent population of a borough the size of McKees Rocks was entirely wiped out. It means that it would take a city the size of Pittsburgh to house those who received non-fatal injuries in auto crashes last year. It means that eighty-nine people perished needlessly every day, that every sixteen minutes throughout the year there was a traffic death, and that every minute throughout the year there were two non-fatal injuries. It means the highest annual toll since the careless motorist became a safety problem. It means in many cases the family has lost its breadwinner; a son, or a daughter. What a price to pay for carelessness, thoughtlessness, indifference, and selfishness!

In contrast let us examine the industrial accident figures of a recent year. Industrial fatalities for 1930 are not complete, but during 1929, there were 31,000 automobile deaths. There were 30,000 home fatalities. Practically as many home deaths as motor vehicle fatalities. In decided contrast there were but 20,000 so-called industrial deaths. But let us examine these industrial deaths. The popular conception of an industrial fatality is one which occurs in an ordinary factory or shop.

If we limit the industrial deaths of 1929 to manufacturing alone, we find that there were only 3,000 fatalities during the entire year. In making up the rest of the 20,000 total we must consider 2,500 deaths in mines and quarries, 2,600 lives lost in building and construction, 358 public utility deaths, 1,587 steam and electric railway fatalities, 313 seamen and stevedore deaths, 3,500 agricultural fatalities (500 more in farming than in mills, factories, etc.), and 4,700 other miscellaneous tragedies.

These figures are extremely interesting to me. They show that industry is purging itself of accidents. And more especially does it vindicate the accident prevention work that is going on today in our shops and factories. It stands out as a remarkable record when compared with the constant upward trend in motor vehicle and home deaths. It shows that industry is winning its fight against accidents and it emphasizes most dramatically that the same education and discipline which is being exercised so successfully in our factories might well be applied to our homes and our highways.

Let us look further into the accident prevention work going on about us. We find the steam railroads cutting accidents among their employes 60 per cent during the past seventeen years. We have a large group of leading steel concerns with a 90 per cent reduction in plant accidents during that same period. We find the cement industry leading all others in point of accident reduction. And 45 out of 150 plants of the Portland Cement Association, located in all parts of the United States and Canada, have finished the entire year of 1930 without a single lost-time accident among their thousands of employes. These are the things that make us feel that the accident problem in industry is on the road to solution.

And here is a most interesting bit of information:



The Hawthorne plant of the Western Electric Company in Chicago, of which Mr. Bergquist, president of the National Safety Council, is industrial manager, is said to be the second largest single unit plant in the world—with some 28,000 employees. Since 1925, they have reduced accidents 92 per cent in the Hawthorne plant.

This company had just one lone accident fatality among all its employees during the year 1930. Incidentally, it may interest you to know that it was a neglected infection case. During the same twelve months there were thirteen accidental deaths to employees occurring outside the plant gates—on the highways, or in the homes. Just consider the significance of these facts! Thirteen fatalities outside the plant—one lone fatality inside. And, during the same period, for every lost-time injury occurring in the plant there were more than three lost-time injuries outside.

I have not seen any other records that are as spectacular as this one, but I am of the belief that a careful examination of the records of most of our big plants, where safety is actually at work, would reveal a somewhat similar condition. One quarry operated for two years without a lost-time accident, and a very large steel plant, and one of the largest car building plants continued operations for a year and a half without a lost-time accident. This is proof that it can be done.

There was a time when the mere thought of working in a powder plant would make the cold chills run down my back. It was considered just about the most hazardous of all occupations. Imagine my surprise, therefore, to read in the papers a few days ago that twenty plants of the Hercules Powder Co., in as many parts of the United States had gone through the entire year of 1930 without a single lost-time accident. I also noticed that during the past five years this company had reduced its lost-time injuries 90 per cent. I tell you, as we read of the carnage on our highways and in our homes, we cannot but wonder if after all a nice little powder plant wouldn't be something of a haven of refuge.

And in Pennsylvania, the Duquesne Light Company, with 2,700 employees, going through 1930 without a single fatality and with a lowered record of lost-time accidents. It is interesting to note that six employees of this company were awarded medals during the past year for just about the most important and most noble work man can do, the saving of human life through application of the principles of resuscitation.

Here is a striking illustration of the growth and development of safety. Here are men not only working to prevent accidents, but reaching out to bring victims of accidents out of the valley of the shadow.

You will be interested to know that since September 1, 1928, the National Safety Council has awarded 233 medals for life-saving. The recipients have met emergency by successfully applying their knowledge of the prone pressure method of resuscitation. And among the recipients of these 233 awards were three young women and a number of *mere* boys. At the January meeting of our Executive Committee of the National Safety Council held in Chicago a few weeks ago, seventeen of these awards were confirmed for presentation, and three of the seventeen were lads of high school age. The youngest of these was a Boy Scout just fourteen years old. I need not emphasize the importance of starting early with safety education.

I suppose you are all somewhat familiar with the fact that safety education among children is showing results. In the seven-year period from 1922 to 1929, accidental fatalities among adults increased 28 per cent, during the same period fatalities among children actually decreased 2.3 per cent.

And science is walking hand in hand with safety. Recently I noticed that a mechanism was being perfected at the General Electric plant whereby aviators could fly in the thickest fog and yet be able to tell exactly their distance from the earth. A safety invention—pure and simple—that may go far in solving one of the most baffling problems confronting the flyer today, the problem of fog.

A few days ago, I read of the Speery Detector Car, used on the Pennsylvania Railroad System. Here, if you please, is a human robot—a mechanical Sherlock Holmes. Here is a delicate mechanism that reveals any molecular weakness in railroad rails. Electric currents are passed through the rails as the car travels over the line at a slow rate of speed and weaknesses are detected at once.

I understand that a new electrical contrivance is here now that will make the dangerous punch press foolproof. This new device expresses its effectiveness through a little beam of light. When the finger of the hands of the operator are in the danger zone, the light sends forth its protecting gleam and the machine locks tight.

We find the American Standards Association prescribing a safety code for a process which has never yet had a serious accident. I refer to the prevention of dust explosions in pneumatic cleaning plants for pulverized coal. Isn't it a fine thing to reverse the usual order and lock the door before the horse is stolen? Here we find the cure about three jumps ahead of the accident. Here we find foresight and vision.

This same thoughtful planning is apparent on every hand in our construction safety codes. The safety theme today is woven into the plans of the architect and finds expression in all parts of the completed factory building. What matter if it represents a larger initial outlay? Industry has long since learned that there are lives saved, and there is money saved in building for safety while you are building for utility.

I could go on discussing the modern trend, and quoting innumerable instances of safety achievements that are lighting up our industrial sky and making our work easier and more pleasant. I say to you that if we would fire our imagination, if we would fan the flames of our enthusiasm for safety, it is quite necessary to pause occasionally and take stock of what is going on in the world about us. Then only can we interpret safety in the true light, as something colossal, as something majestic and permanent.

What can we do, as foremen, superintendents, executives, or employers to intensify our efforts and spur our energies and our interests to a white heat?

As an employer of labor and as a student of safety, permit me to take issue with the oft-quoted statement that the foreman is the keyman in safety work. It has been my experience that accident prevention results can be measured and are measured in direct proportion to the active interest on the part of the highest plant executives. No matter how good a man your foreman or superintendent may be, he must have the whole-hearted support and the active cooperation of those who direct the business.

If we are to have sustained safety just as we try to have sustained efficiency and sustained production, we must have safety-minded employers as well as safety-minded superintendents and foremen.

I cannot over-emphasize the importance of this point. Safety is so closely interwoven with modern efficiency and production that I cannot understand why employers hold back from enlisting for active duty on the firing line in this most noble cause.

Safety always pays. When I say this I mean that safety pays its way in cash. It certainly is a dividend-bearing investment. Half-hearted safety work simply means money thrown right out of your window.

It is agreed that industry is responsible for its accidents, and that industry has gone far in its house-cleaning, but I feel that there is still another duty ahead of us. What about this motor vehicle problem? Why shouldn't we broaden our activities and enlist also in this common cause? And why shouldn't we assume a needed leadership in this vital problem of home accidents? At least we can protect our own families, our own boys and girls on the highways and in our homes.

I would appeal to you, as industrial men, to borrow industry's safety technique and apply it to the highways, and the homes.

We are all vitally interested in a solution of this problem whether we admit it or not. And before any real progress can be made we must all accept a rightful share of responsibility. As citizens we must do our part in all worthy efforts looking toward the solution of the accident problem. Accidents are a community problem and citizens must fall in line as soldiers battling for a common cause. Accidents can be reduced through cooperative effort in engineering, in education and in enforcement. Through publicity in the press, and over the radio, and by word of mouth, from an aroused citizenry.

You can do your part in seeing that safety education has its rightful place in your schools; in bringing the problem to the attention of your fellow business men and your neighbors, and in urging your city officials to promote safety, in developing a community spirit that will insist on strict observance of traffic laws and regulations at all times. Register your interest in safety work whenever you have an opportunity.

---

THE CHAIRMAN: I would like to supplement the reference Mr. Lanahan made to traffic accidents by reading this memorandum prepared by the Bureau of Statistics, Pennsylvania Department of Labor and Industry:

"The Bureau of Motor Vehicles of the Department of Revenue reports that 1,932 persons were killed and 39,793 persons were injured while riding, walking, or working on the streets and highways of the Commonwealth during the year 1930. It is reported that 48.5 per cent of those killed and 25.2 per cent of those injured were pedestrians at the time of injury.

"The records of the Department of Labor and Industry show 161 workers killed and 6,786 workers injured by motor vehicles during the same year. In other words, 8.3 per cent of all persons killed and 17.1 per cent of all persons injured in motor vehicle accidents in Pennsylvania during 1930 were workers engaged in the ordinary duties of their usual occupations at the time of injury. Forty-three per cent of the workers killed and 52.5 per cent of the workers injured by motor vehicles during 1930 were pedestrians."

The Travelers Insurance Company draws this parallel:

"50,510 members of the American Expeditionary forces were killed in action or died of wounds during the 18 months of the war. 50,900 persons were killed in automobile accidents during the past 18 months."

In anticipation of this meeting an effort was made to secure the attendance of President Green, of the American Federation of Labor, and I would like to read a letter from Mr. Green:

"I have your letter, together with enclosed correspondence, regarding the meeting of the Pennsylvania Safety Conference in Harrisburg on Thursday afternoon, February 19th. I also have a letter direct from the Secretary, Mr. Glick, asking me to address the conference. I have just advised Mr. Glick as I now advise you, that to my regret I find my engagements so arranged as to make it impossible for me to undertake the trip to Harrisburg on February 19th.



"I would very much like to have the report of the meeting if a formal one should be made. I repeat what I stated to you in my letter of October 9th, that at some time mutually agreeable and convenient, I would be pleased to meet the officers of the Safety Council, to discuss with them the most effective plans for the work of the safety council."

We are very fortunate in having as a substitute speaker, a man whose whole lifetime has been spent in industry and in the work of the labor movement; a man who began as a boy in the anthracite mines of Pennsylvania, and who today occupies a position of national importance, and is leader in the labor movement, Mr. Thomas Kennedy, the Secretary-Treasurer of the United Mine Workers of America Mr. Kennedy.

## LABOR AND NATIONAL SAFETY

BY THOMAS KENNEDY,

*Secretary-Treasurer of the United Mine Workers of America*

Mr. Chairman, Ladies and Gentlemen: President Phillips, in introducing me, referred to the fact that I was a mine worker, with active experience. Therefore, in talking to you this afternoon, especially as it relates to factory and manufacturing work, I am much in the position of "Butch" McDevitt, the "Millionaire-for-a-day," who was called upon to address a pure food show in Philadelphia. And Mr. McDevitt said to the audience, preliminary to his talk, "I have been asked to talk to you on 'Pure food.' What do I know about pure food—I live in a boarding house." So I am in the same position this afternoon with respect to safety in industry, outside of the mining industry. However, as a representative of labor, speaking for the president of the American Federation of Labor, I want to say that the Pennsylvania Safety Conference, organized and maintained under the auspices of the Department of Labor and Industry has justified its existence and stands out as a fine example and a very encouraging effective agency in the great work of accident prevention.

It is fitting and proper that conferences of the nature of this should tackle the problem of developing ways and means by education and by example to prevent accidents and to emphasize the necessity of all interested parties, the state, the employer and the employe, to realize their mutual responsibilities in helping each other to save life and limb and prevent human suffering by reducing to the lowest minimum the awful toll of fatal accidents in Pennsylvania industry.

As a representative of organized labor it is a great privilege to participate in this meeting and to contribute from Labor everything that is possible in support and furtherance of the common cause.



Organized Labor has always been active in the safety movements. It is the employes who suffer most from accidents. They suffer physically, mentally, and materially.

In non-fatal accidents of a compensable nature the physical suffering is augmented by the fact that such a person receives 33 per cent less from compensation payments than his wages, and this reduced income takes place at a time when expenses are more than normal.

Labor is therefore intensely interested in these movements; in fact so greatly interested that it started to initiate and secure proper and adequate safety legislation to meet the needs of the situation, to secure additional legislation to take care of changes in industry, and to follow up such legislation by adherence to safety laws.

President Green in his letter to the Conference emphasizes the consistent attitude of the American labor movement, and I join with President Green today in again reiterating this well-known fact. Organized Labor stands back of safety conferences of this nature.

Last year in Pennsylvania industry, the records show a total of 1,762 fatal accidents and 142,917 non-fatal accidents.

This represents a decrease of 11.9 in fatal accidents as against 1929, and 13.2 in non-fatal accidents against the figures of the previous year.

It is well to point out that 808 of these fatal accidents occurred in the mining industry of our Commonwealth, and 45,817 non-fatal accidents.

These figures are as follows:

Anthracite: 471 fatal and 26,036 non-fatal accidents;

Bituminous: 337 fatal accidents, and 19,781 non-fatal accidents.

In the relation of the number of workers in the mining industry to all those employed in other industries, it is quite evident that the fatal and non-fatal accidents in the mining industry are appalling and staggering to the imagination in their far-reaching consequences.

The mining industry is hazardous; but Labor in the mining industry is exerting and will continue to exert its every influence to end this awful toll of accidents.

Labor believes with the conference in education: Education, first, as to the human factors involved in fatal and non-fatal accidents; second, as to the loss of earnings that adversely affect family and social life; third, the need of proper legislation; and fourth, enforcement.

Every secretary of the Department of Labor and Industry including the present secretary, Doctor Northrup, has given every possible support to the safeguarding of human life. We may well support Doctor Northrup in this great human and holy task of reducing the number of accidents, and bringing about greater safety in industry. (Applause.)

We all have a part to play in this human drama. Let us play that part manfully and sincerely and when we have passed out of life into the Great Beyond, let it be truthfully said of all of us that in life we contributed the best that was in us to make Pennsylvania a safe place in which to work and to live. No greater epitaph could be inscribed to our memory than that we served in the cause of humanity.

---

THE CHAIRMAN: We have just been favored with a splendid contribution to the general discussion of safety. I am almost beginning to feel that this session is going to be a success. (Laughter.) And the reason why I think I can anticipate that with assurance is because we are now to hear from a speaker who will maintain the standard that has been set by the previous speaker.

The gentleman who will address you now is from Lehigh University. Consequently, he naturally gravitated to the Bethlehem Steel. During the past twenty-five years he has been associated with the J. G. Brill Company, of which he is a director and vice-president. As president of the Manufacturers' Association of Pennsylvania, and as a director of the casualty company of the Pennsylvania Manufacturers' Association, he has for many years been recognized as an outstanding figure. In addition to that, his industriousness is demonstrated by the fact that he is also associated with the American Railway Car Institute, the Philadelphia Chamber of Commerce, the Army Ordnance Association, and the Engineers' Club in New York and Philadelphia. His most recent achievement and contribution to the Public Welfare was the splendid job he did as the chairman of the committee of regularization, a subcommittee of the Pinchot Committee on unemployment.

If you don't think he is a big man, you will know that he is when I ask Mr. Rawle to come forward and address you. Mr. Rawle.

## SAFETY

BY JAMES W. RAWLE,  
*President, Pennsylvania Manufacturers' Association,  
 Philadelphia, Pa.*

Gentlemen: We are gathered here in the interest of one of the greatest humanitarian movements of the twentieth century. There can be no nobler work than that whose object is the protection of human beings from industrial accidents. I know of no organized effort that has caught the public imagination to a greater degree than the safety movement. Every industrial plant, every civic unit, most of our schools and churches are participating in this great national effort to make people accident conscious and thereby induce them to be careful.

We are inherently careless. We have been almost reckless. Careless from the time of the founding of the nation with all its natural resources because of their almost inexhaustible supply. We have attached the same profligacy to our human resources. From time immemorial a new country has cheapened human life and human suffering.

These were the characteristics that we inherited late in the nineteenth century. Our mental attainments had pretty well kept pace with our material advancement. We had as a nation met and solved every national problem. Then came the great industrial revolution, and the mechanization of our lives. Machine labor was substituted for hand labor in such a prodigious fashion that our whole industrial life was changed in a very short span of years. All these changes brought forth every form of social legislation and other forms of human safeguards in larger number than were ever before heaped upon legislative desks. Our body politic absorbed the new order of things without disturbance. Our finances were able to provide for the necessary expansion. The human mind alone, in its effort to direct the individual in adapting himself to the safe utilization of the products of the machine age, lagged behind.

In such a situation was born the modern safety movement. In such a manner has humanity accepted the challenge of the machine for supremacy. There is no reason why quantity production and speeded living should be accompanied by a heavy accident toll. The safety movement aims to eliminate recklessness and its terrible penalties so that we may enjoy the fruits of invention for fuller and happier lives for ourselves and for posterity.

Among the products of the Safety Movement is the safety engineer. Classed in the great field of engineering the safety engineer to be successful must be a master of psychology, and a doctor of human nature. In addition to his knowledge of the exact science of how best to safeguard a machine or a dangerous situation, he must diplomatically drive home to the employes the impossibility of protecting human lives and limbs without their whole-hearted cooperation. He deals in personalities singly and in groups. He must not only know how to meet situations quickly, but he must teach others how to meet them. He is the guardian of the employes' safety. Show me a good safety record and I at once lay my hands on a safety director who knows how to handle men.

Just as a safety record in any plant is the personification of a safety director, so that whole safety idea reflects the enthusiasm of the directing heads of that organization. No safety movement can progress without the cooperation of the management. My contact with the Pennsylvania Manufacturers' Association, one of the pioneer organizations in the State to foster safety work in the plants of its members, has given me an opportunity to see the ebb and flow of the safety movement in individual plants exactly synchronized with the enthusiasm of the management for this particular work. Happily slight recession in vigilance is usually sufficient to demonstrate in dollars and cents the



necessity for keeping lost-time accidents at the minimum. It has been demonstrated that every industrial accident costs in its entirety four times the compensation paid, in medical fees, lost time and plant disorganization; and no one can successfully argue that this loss is not borne by the employes and management. In normal times a 400 per cent loss is something to be taken seriously; in these days of business stagnation, and the necessity of low-cost production, a few accidents might easily mean the difference between profit and loss.

My observation has been that the larger plants are more alert in their safety work than are the small plants. Whether they are larger and more aggressive because of their safety work, I am not able to say; but probably a ceaseless attention to detail and an unrelenting interest in the welfare of the employes is emblematic of other characteristics that go toward making an organization successful. There are factors mitigating against aggressive safety work in small plants. In the first place the safety work is largely volunteer; the initiation usually emanates from a foreman who may or may not have the entire cooperation of the owner. Then too, a manager often gets the mistaken idea that his insurance carrier sustains the loss, never realizing that the carrier is nothing more than his agent, and that the cost ultimately is borne by the plant and will consequently reflect in the cost of his product. There can be no greater work for the members of this safety conference to undertake than to sell the idea of safety to the small manufacturer whose employes would make a formidable accretion to the ranks of the safety conscious. I know that the task is a big one, but the satisfaction of accomplishment is well worth the effort.

Our total of approximately a hundred and forty thousand industrial accidents in Pennsylvania in 1930 is too high. For the sake of humanity and for our economic progress, this number must be reduced. As the total of the individual plant records make up the aggregate of industrial accidents, any material decrease in any plant will be reflected in the totals. The plant then is the nucleus for any concerted drive. When we can present figures and facts for plant operation as impressive as those of the Lehigh Portland Cement Company, then will our total of industrial accidents be lessened. Their record justifies the assertion that one of their plants, at least, is safer than the streets and the home.

I cannot say just which type of safety organization is the best for every plant condition. The one which I know is that of the company I am associated with in Philadelphia.

In approaching this problem of employe safety, this company proceeded in this manner: The management recognized the extreme importance of an extensive educational program, realizing that its inauguration must originate with the plant, that if the health and lives of its employes were to be safeguarded, the necessary organization and equipment must be provided.

Since 1913, a fully equipped dispensary has been operated under the supervision of a medical director, with an attendant nurse on full time. Before he is accepted a prospective employe is given a thorough examination, a permanent record is kept, and a decision arrived at as to his physical fitness for the work applied for. Medical advice and treatments are given gratis to all employes of the company, and particular attention is given to the prevention, as well as the curing of ailments.

Periodical medical examinations are made of all employes. Where defective vision is detected, provision is made for the services of an ophthalmologist and optician, and when desired, glasses are provided to employes at a reduced rate.

Recognizing that the proper care of the teeth contributed to the health of employes, a dental clinic was installed in 1920, and an opportunity afforded to employes to obtain dental service at a nominal cost.

The medical director functions as safety director in conjunction with the engineer, and he is directly responsible to the management for the elimination of all unsafe conditions and the education of employes in avoiding unsafe practices.

The rules and regulations recommended by the Department of Labor and Industry of Pennsylvania are strictly adhered to. Machine guards, warning signs, and poster displays are utilized to keep the employes' attention constantly directed to the thought that it is "better to be safe than sorry."

A general safety committee of seven consists of various foremen and the safety engineer. This Committee is appointed by the safety director and with the exception of the engineer its membership is changed every two months. The committee is required to meet every week and concern themselves with anything which has to do with the promotion of greater safety and to deal with safety as affected by fire risks.

There is also a shop committee of three members appointed by the Safety Director for a term of six months. It is the purpose of this committee to make rigid inspections throughout the plant and to make recommendations to the General Safety Committee for action at its weekly meeting.

There are permanent display boards. An important cog in the system of safety education is the use of display signs. Health and safety hints and suggestions are portrayed in color painted on sheet steel by an employe of our own painting department. These are prepared under the direction of the Safety Director.

Safety bulletin boards of a distinctive color were installed in each shop and outside around the various buildings for the display of posters and announcements.

The cost of such an organization is a profitable investment. In addition to a contented, efficient, personnel, a noticeable reduction in the insurance rates is apparent. In 1916, when the Workmen's Compensation Law of Pennsyl-



vania became effective, the manual rate was \$1.75. At the end of five years, when the rate first became based on the individual experience, the rate dropped to 55.9 cents. With various annual fluctuations of from 48 cents to 70 cents during the next nine years, it finally reached the low rate of 39 cents for 1931. During this period the law rates were advanced 20 per cent in 1928, which is equivalent for the sake of comparison, of a drop from an original \$1.75 manual rate to the present 39 cents in the sixteen years. It is interesting to note that this present rate compares favorably with spinning and weaving which bears a 45 cent rate, and retail stores which carry a 26 cent rate. The plant is considered for rate making purposes a safer place to work than the average plant that manufactures typewriters and adding machines, and working therein is safer than hanging paper.

With such results it seems to me futile to attempt to argue against aggressive safety methods. There can be no compromise with industrial accidents. It is a condition that confronts us, not a theory. Let us proceed, then, with renewed energy, to make Pennsylvania safety conscious.

---

THE CHAIRMAN: I think that in addition to the information that has been imparted here, we have been able to do the thing that is fundamentally important in the promotion of safety work, and that is to still further arouse that enthusiasm, which after all is the mainspring of the whole movement.

As a further contribution to the development of enthusiasm, and in order that it may be sustained, I would like to read the following proposal:

The Pennsylvania Manufacturers' Association hereby donates a plaque to be known as the Pennsylvania Manufacturers' Association Safety Trophy.

The Trophy is to be awarded annually; announcement of the winning plant to be made at the Annual Safety Conference of the Pennsylvania Department of Labor and Industry.

The winning plant shall be selected by a jury of three, composed of the Director of the Bureau of Inspection, Pennsylvania Department of Labor and Industry; the Chief Inspector, Pennsylvania Manufacturers' Association; and the Manager of the National Safety Council.

The Trophy shall be awarded to that plant that shows the greatest contribution for the year to the cause of safety, whether it be based on performance, education, planning, or organization, without regard to size or hazard of the industry.

The award may be made to any plant in the State of Pennsylvania.

The Trophy shall be suitably engraved with the name of the winning plant with the year of the award.

The Trophy will be held by the winning plant for the period of one year, at the expiration of which time it will be returned for further awarding at the Annual Safety Conference of the Department of Labor and Industry.

Awarding of the Trophy to the identical plant three times in any five consecutive years carries therewith permanent possession.

We trust that this Conference will accept the Trophy under these conditions.

I would like to put the motion that all who are in favor of accepting the trophy make their assent known by rising at this time. (Applause.) There is no doubt about the acceptance of this trophy. I am sure the committee will appropriately express to the Manufacturers' Association the sentiment of this gathering.

I am requested to announce at this time that there will be a round-table conference as a part of tomorrow morning's program, under the direction of Mr. Immel, of the Bureau of Inspection. I would also like to stress the importance of remaining until the discussion this afternoon is through, in order to see the film.

According to the program, we will be limited in our discussion period to about twenty minutes, which is in my opinion unfortunate because I think perhaps there are a great many who wish to speak, but in the interest of hearing as many as possible, I am going to take the liberty of confining the discussion of each speaker to a period of three minutes. The discussion is now open.

MR. J. J. COFFEY, *Department of Labor and Industry, Philadelphia*. Ladies and Gentlemen: I want to add my endorsement to two of the speakers who stated that this safety movement must start with the highest executive. I have one example that I want to bring before you. Some years ago, one of the largest plants in Philadelphia had a very bad record as far as the number of accidents and number of days lost were concerned, yet that plant cooperated with the Department of Labor and Industry in spending money and in carrying out any orders or instructions that were issued. I went to see the vice-president and works' manager. I told him of the number of accidents he had had, and the number of days lost, that from a business standpoint he couldn't afford to lose, and I told him what they were doing at the Brill Company and some other plants, not only in Philadelphia, but over the State. He called in his secretary and said, "I want an analysis of last year's accidents. I want to know just where they occurred and what caused them."

I went back. He said, "We analyzed these accidents and found that 50 per cent of them were either due to falling material, mostly in carrying material." We found 50 per cent of our injuries were foot or leg injuries, and we imme-

diately put into operation trucks in our plant to carry the materials. We reduced those particular accidents and number of days lost 50 per cent. In the course of this last year the greater number of our accidents and the greater number of days lost were caused by eye injuries. We made a drive on goggles, which we furnish the men free. We are going to make a record during the remainder of this year.

I want to tell you that that plant is one of the greatest organizations in Pennsylvania, and it had a bad record at that time, and not because it was not willing to cooperate with the Department of Labor and Industry, because on one instruction alone that company expended \$40,000.00 to guard its machinery, and not a word of complaint! That company, Ladies and Gentlemen, is the Baldwin Locomotive Works. It has one of the greatest and best safety organizations in the country today because the management is interested.

MR. H. O. ALLISON, *Pittsburgh Railways, Pittsburgh, Pa.* Mr. Coffey has no realization of time at all! (Laughter.) Mr. Chairman, you read into the records of this conference a letter from W. D. Green, president of the American Federation of Labor, wherein he offered that that organization would meet with the officers of the National Safety Council to discuss safety problems from a national standpoint. Since that has become a part of the record of this conference, and acting as an individual—or in fact, I am a member of the executive board of the National Safety Council—I would move you that this conference commend the action of President Green in making that offer, and that that letter be transmitted to the meeting of the Executive Board of the National Safety Council, to be held next Monday, Tuesday and Wednesday, in New York City.

THE CHAIRMAN: You have heard the motion made by Mr. Allison, that the letter read here, coming from President Green, of the American Federation of Labor, be transmitted to the meeting of the National Safety Council to be held during the early part of next week. Are there any remarks on the motion?

Question called, and motion adopted unanimously.

THE CHAIRMAN: Are there other speakers for the discussion period? We have a few minutes left.

If there are no others who desire to speak, we will now proceed with the showing of the film. I want to express to the speakers our great appreciation for what they have given us, and to all of you my personal thanks for the attention that you have given us during this conference.

Adjournment of afternoon session.

## DINNER MEETING THURSDAY EVENING

FEBRUARY 19, 1931  
BALL ROOM, PENN-HARRIS HOTEL

HONORABLE A. M. NORTHRUP, *Secretary of Labor and Industry*. Governor Pinchot, Mr. Bergquist, Ladies and Gentlemen: As a political tenderfoot from Luzerne County I want to make a confession to the conference here tonight. Born a Methodist, we used to sing an old song that you all know, "December's as Pleasant as May." But up in Luzerne County we changed it a bit; we sang it, "November was Pleasant as May." (Applause.) And if it hadn't been, the Governor nor myself would have been here this evening. This great safety gathering is talking about two dangerous months—March and October. Our dangerous months were May and November. Your peculiar months cause much physical suffering, but our peculiar months may cause much political suffering.

Not having been responsible for the eleven bureaus in the Department of Labor and Industry, but rather having received them by inheritance, I am not entirely responsible for their actions. But they tell me they are all good men, perfectly honest, willing to take orders respectfully, and they especially love that organization that won out in the last election. Sometimes I wonder if they, too, don't class me as a tenderfoot.

We are especially beholden to you, members of the National Safety Council, who have gathered together here with us tonight. I am informed that this has been one of the best years you have ever had in the reduction of accidents. While I haven't been long in the department, I have been told that this National Safety Council was born some seventeen years ago. And I am also told that as a result of the work of this council last year, 1930, forty-five cement companies in the United States went through the entire year without a single accident. (Applause.) And eleven of those cement companies were within the Old Keystone State.

May your council still continue to grow and lessen the work of the Bureau of Rehabilitation and compensation in the Department of Labor and Industry. And may you spread your gospel of accident prevention until throughout our land our workers, our women and our children, may have just a little better chance to live. In this audience tonight may there be crusaders like Peter the Hermit and Richard the Lion-hearted, who eight centuries ago organized all the countries in Europe into one great campaign, the like of which has never been equalled before nor since, to enable them to fight the common enemy, the Saracens, that they might be driven out of the Holy City. And may the accidents in industry be the Saracens that you this day are fighting, until future



generations shall say, "You have been the great crusaders of that twentieth century."

As there have been crusaders doing the work in industry, so we must have crusaders in the affairs of state. The Saracens are the enemies of the State—dishonest election officials, unfair utility companies, municipal waste, with a spectre of mismanagement that is grinding down the people of our land. It is just as necessary to have a crusader at the affairs of State as it is in the affairs of industry, and I can say in all sincerity we have one here tonight. And I will prove, not out of the book "Who's Who," but out of the book he wrote himself, that he is a safe captain in your National Safety Councils, and in the Department of Labor and Industry.

You will remember on the trip to the South Seas he said, "One of the fondest wishes in my heart is that I may have floating in the halls of my home up in the Milford hills a beautiful albatross, with wings outstretched, that will quiver in every breeze that comes floating in from the mountains." Did he get that old bird? Yes, he got it—he tucked it away under his arm. And then instead of tapping it on its head and sending it where all good birds should go, he flung it over the side of the boat, back to its rookery freedom. I say to you in all fairness, a man of that type has a compassionate heart. And I love to work under him in the Department of Labor and Industry. And you will love to work under him in your National Safety Council work.

Just one or two things are true—either the voters of this old state are terribly dumb or they are awfully smart, to elect a man twice in twelve years to be Governor of this state. (Applause.) And you may draw your own conclusions. To be a leader of men you must first become the servant of all, and if the servant of all, you may have in time all men your servants. It gives me great pleasure to present His Excellency, Honorable Gifford Pinchot, Governor of this state.

**THE GOVERNOR:** Mr. Secretary, Mr. Bergquist, Members of the Pennsylvania and of the National Safety Councils: Every now and then a man is doubly lucky in the introduction he gets to a crowd. When I came into this hall tonight you were all singing "I'm in Love with You." (Laughter.) And of course, I took it to myself; I was particularly careful as to just when I entered the hall.

Then I was greatly delighted with the introduction Doctor Northrup was kind enough to give me when he talked about that albatross. Every last one of you would have done exactly the same thing I did. I wanted an albatross, it is true, but I defy any man or woman in this hall, if they had held that great bird there as I did, with its kindly eyes and penguin aspect, and if you could have watched it, as we put it down on the deck of that boat, how it sat there on its heels and pruned down its feathers, and gave itself up completely—I defy



anyone to have done anything but throw it overboard just as I did. You couldn't have killed such a bird.

I am tremendously interested in questions that interest you. I count myself lucky, and I count Pennsylvania lucky, in having as Secretary of Labor and Industry, Doctor Northrup. And I would like to make this prediction, that before he is through with the four years, he will stand out preeminent among the men engaged in that kind of work all over the United States. (Applause.)

Personal experience, of course, is the great teacher of everything, the thing a man or woman learns by more than anything else. And I think I can fairly say that my first real appreciation of what personal injury meant came to me when I was a forester, in the old days, and when it was my great delight to put my pack on my back and go off into the mountains, whether it was the Appalachians, the Seirras, or the Allegheny hills, all by myself, where nobody knew where I was, and I was in nobody's care, and had the whole round world, as far as I could see, all to myself. But one day I got a pretty clear impression of what an accident would mean. This time I happened to be in the Alleghenies, back in the mountains in North Carolina, off by myself, with my pack on my back, and I had made a pack that I could travel and be comfortable with—I think it weighed only twenty-five pounds, everything I needed to take care of myself. I got up one morning, cooked a breakfast, ate it—I had been lying along side my fire all night—and as soon as I finished my breakfast I looked at the dishes. There were just a couple of them, but it is just as mean a job to wash two dishes as it is six, and I didn't want to wash them. I laid them down, then I turned around and walked off. And I saw a chestnut log lying on the ground, and it had a great sweep in it, it wasn't straight. It hadn't been down so many years, and I began to look around among the trees that were standing, to find out how that tree happened to grow crooked. Being a forester, I was interested, and I am still just as much interested in all forestry questions. I jumped up on this log, looked around, and started out to make up in my mind what forced it to bend. And then I started to step off, and I was just bending forward to step off when I looked around. And if I had stepped down I would have stepped on the back of a big rattle snake. I was jarred, considerably, as you can imagine. So I proceeded to jar the rattle snake, in revenge. I killed him, skinned him, and about that time I began thinking—suppose that snake had bitten me. I was off, nobody in the world knew where I was within a good many miles, and I wouldn't have been able to get out.

And the same idea came to me in the Sierras once, where a sprained ankle would have meant that a man would have had a reasonable chance of starving to death before anybody could get to him. And it got into my head how tremendously human life depends on freedom from accidents. For it is just as serious a matter, or almost as serious a matter, for a man in a factory to lose an arm, or lose his eyes, his means of livelihood as it would have been for me

to have been bitten by that rattle snake. And from that day on I have had a genuine deep-seated and effective interest in safety because it was based on personal experience and the questions that you are dealing with. And when I was Governor before, Doctor, we did the same thing I know we are going to do this time; we are going to try to take the question of safety in the factories and in the mines clear out of politics, and be guided by just one thing, and that is to cut down accidents to a minimum, with the best men\* we can get. (Applause.)

Now I realize just as you do that in civic matters nothing can be done all at once, that we have got to make progress in all human affairs slowly. I didn't used to think so. As a youngster I believed things could be done right now, and I started out to get them down right now. And I found what you have found, and especially in this safety work, that the thing that counts above every other thing in human affairs, pretty well, is persistence. If you don't get what you want the first time, keep right on. If you get licked again, keep right on. There is nothing, really, on this earth that can stand against a right idea, backed by men intent to make it go, and whether they get licked the first few times or not—you win in the end that way.

We men found in Washington, when I was down there in charge of the United States Forest Service, that when we started the government movement for national forest conservation, and the movement for water-power control which resulted in the passage of the Federal Power Act, we found by practical experience that it took us about fifteen years from the time we started any particular project of that sort before we could carry it through. That seemed to be the cycle. After we started with the right idea, by the end of fifteen years we were substantially sure of reaching our goal. That was in conservation matters before the national Congress at Washington.

The period for reaching your goal in other matters is often very much shorter, I am thankful to say. And one of the things I hope to reach in this state, this year, is provision for such regulation of the public utilities as will give the people of Pennsylvania a square deal, such as they have never had yet.

I know that you have more people here tonight to speak who are far more capable of speaking to you than I am, and who are far more capable on this safety subject than I am. I came here on the Doctor's invitation because I wanted to express my tremendous interest in the work you are doing, and to help you in any way possible, and I know I echo even in a feeble way the words I said a while ago, that this administration, the Pinchot administration, from top to bottom, will be for the safety movement, on a business basis.

And with that, friends, I am going to thank you most heartily for your kindness to me. Thank you, Doctor Northrup, for asking me to come to speak to this meeting, and I wish you good luck, good night, and I hope the next time I see you, you will be singing just what you were when I came in tonight. (Applause.)

DOCTOR NORTHRUP: I told you I had a good boss. (Applause.) And you have a good friend.

In retrospect tonight, in introducing the next speaker, I am just hurriedly going to run over a few things that have occurred to me this afternoon.

Just think, four centuries ago, on this very spot where you are sitting this evening as a group of safety men, stood the wigwam of some poor old Indian who was pounding out arrowheads as a safety provision against want, or to protect his family and loved ones from some hostile tribe. In the short period of time that has elapsed from then to now you have seen the forests cleared away; you have seen the lands tilled, first with the idea that the land could not produce enough agricultural product to feed our people, until the time had come when there is too much agricultural product. Then after that period there was an exodus from the country into the cities, and you had the industrial situation that you have now, and then you had to change things all over again.

Forty years ago, I am told, the first factory inspector was appointed in the state of Pennsylvania, which was the beginning of the Department of Labor and Industry. Seventeen years ago began the work of this National Safety Council. See how many things have happened in that short period of four hundred years.

Last fall, the next speaker of the evening, who represents the voices of seven thousand national safety men, was made president of this organization. I am glad Pennsylvania had the opportunity to appoint a man to this position who has had the training your next speaker has had. He has worked, I am told, for one company thirty-five years. I read to you some of the work in which he is actively engaged at the present time, acting in safety work for company, city, and nation for thirty-five years. He is superintendent of Public Relations for the Western Electric Company; assistant secretary of the Crime Commission, Chicago; chairman of the Committee on Unemployment in Chicago. I am going to stop right there. If he is a big enough man to handle the unemployment situation in Chicago, and be its chairman, I won't need to read the rest of the honors that have been attributed to him.

Before introducing him I am just going to repeat this little message:

It is not so much that you have battled and fought  
As how you have builded the thing which you wrought.  
You may be a prince in some distant clime,  
Or only a fool who figures out rhyme;  
But whether you've wielded the sceptre of power  
Or whether you've nurtured only a flower,  
The thing that counts most when dust turns to dust  
Is whether you're toil-worn or covered with rust.

I will leave it to you if this man is going to ever be covered with rust. Mr. Carl W. Bergquist, your national safety captain, who will speak to us on "National Safety." Mr. Bergquist.



## NATIONAL SAFETY

BY CARL W. BERGQUIST,  
*President, National Safety Council,*  
*Chicago, Illinois*

Mr. Toastmaster, Ladies and Gentlemen: When a few years ago I was asked to make a few public utterances, I approached the problem with the same humility and reluctance that almost any industrial man would have approached it. And a friend of mine said, "You don't need have any fear about what you are going to say tonight because you know more about the subject you are to discuss than anybody else. That was right for that particular occasion, but it is no good tonight. You know more about safety than I do. The State of Pennsylvania has stood in the front rank in the safety movement since its inception. The reason for that is quite evident.

You have at the head of your state government a man who doesn't need to be praised for the things he has done in the interests of working people. You have associated with him your secretary. And with that combination it seems to me that Pennsylvania will have no fear about retaining its position in the front rank in the safety movement from now on.

We learn something about subjects with which we are more or less familiar every day. I have been casting about for a proper definition for safety. My good friend, Bill Cameron, here, has produced several that are pretty good. Others interested in the movement have produced definitions that stand out pretty well to the front, but today I got from a Pullman porter a definition that has stuck to me better than any I have ever heard. Mr. Cameron and I made known our identity to this man who was one of the kind you usually find on a Pullman car, an alert man, interested in the comfort of his passengers, and when he found out we were safety people his face lit up, and he said, "Is that so, that is fine." So we said, "Are you a safety man, too?" And he said, "Am I—AND HOW!" "Well, that is great, what do you think about safety?" "Well, sir, Boss," he said, "it's the best thing I know anything about." He said, "It's just like religion, the more you get of it the more you want; and you get so into the habit of doing things right and doing them safely that you just can't possibly do anything wrong, just exactly like religion."

I think that is a pretty good definition of safety, and if we get it into our hearts as a part of our every day concern, we are going to make progress. Let me make a few observations on this whole subject of national safety.

Subject to certain accepted principles of divine ordination, man can, if he wills it, be the master of his fate. It is for him to say whether he will be careful or careless. It is for him to decide whether he will meet with serious accident or live a long life, free from fortuitous injuries.

We are all familiar with the old adage, "What must be shall be." But this time-honored edict does not mean that certain eventualities must occur when they need not occur. The oft-quoted statement that accidents are "bound to happen" is grossly erroneous and harmfully misleading. I think we are all agreed on that. If I have learned anything at all from my long years of industrial experience it is that accidents do not happen, that they are caused by acts or omissions by ourselves or our fellowmen.

Right here the philosophy of the safety movement hinges. We concentrate our work on certain acts or omissions that are wrongful. And we go a step further, we point out why these things should be avoided and, what is equally important, how they can be avoided.

Experience is a hard but thorough teacher. Safety men have long since come to realize that accidents are mostly of human origin. They have learned about the causes of accidents from earnest study of the circumstances surrounding such mishaps. These studies go much further than research into defective machinery, proper guards, protective devices, *et cetera*. Modern safety looks down deep into the minds of men, into the mental causes of the accidents which play such a big part in our industrial tragedies. We have long since learned that a defective mind can be just as dangerous as a defective machine; a tried or worried mind may cause as much trouble as any worn out, unguarded mechanism.

The problem is universal—and always will be—just as long as human beings inhabit the earth. Safety applies to everybody, to every man, woman, and child. We recognize the fact that there is nothing more important to our physical well-being than this very serious business of trying to live safely a long time. It is everybody's job to be careful. Likewise, it is the responsibility of every organization and every community to take an active interest in protecting life and limb. It is not for the National Safety Council or for any local safety council to stand alone in suggesting and urging the adoption of measures that will prevent accidents; rather it is the duty of all organizations.

The essential fact is that people are beginning to accept a solemn responsibility which is rightfully theirs. They are beginning to think of accident causes; they are beginning to consider the far-reaching costs of carelessness. This, after all, is the hopeful sign—the optimistic side of what at first glance seems a rather sordid picture.

Let us look at this more optimistic side. There are certain evidences of progress in safety which cannot be refuted, and these evidences are increasing in number—and also in importance. To me they are signs of the times, milestones on the road of safe progress.

In my judgment one of the important developments during recent years has been the growth of the cooperative idea. For a great many years you know, the National Safety Council was a sort of "Lone Wolf." Of course, this is the penalty that goes with all pioneering movements. Of late years, however,



there has been a very definite tendency to link our activities with those of other organizations. At the present time we work in close cooperation with such institutions as the National Red Cross, the Boy Scouts, Interstate Commerce Commissions, the U. S. Census Bureau, the American Medical Association, the National Fire Prevention Association, and the Statistical Departments of many of the large insurance companies. I could go on and name probably fifty other organizations with which the National Safety Council is in contact. We help them and we find, in turn, that they help us.

We find a broader meaning today in the term "safety education." In the old days safety education was confined to the industries and the railroads. Today the term is beginning to carry equal importance whether we are referring to industrial safety, home safety, or traffic safety. Big forces are being mobilized for work in all of these fields. Another optimistic side is the growth of the National Safety Council membership during recent years.

We now have approximately 5,550 members. Safety work is being carried on continuously in some twelve thousand plants, and approximately 30,000 men are now giving full time or part time to accident prevention in these various industries, in traffic divisions of the larger cities, and in the schools.

Not only has one National Safety publication been used in the United States but several have been translated for use in far-off countries where there is pleading for the warm light of safety. "Shop Safety" has been reprinted in Spanish and in French. The Council is now negotiating for the publication of one of its petroleum pamphlets in Polish. Recently a story from our little magazine, "The Safe Worker," was sent to us from Hindustan. It had been reprinted away over there on the other side of the world.

You are undoubtedly familiar with the National Conference on Street and Highway Safety. The National Safety Council is one of the very active forces in this big work of bringing uniformity in traffic control to our nation. Our organization has had much to do in creating a safety consciousness in twenty-eight states of the nation which will result in submitting strong drivers' license laws for adoption.

The Council's work reaches out into many fields. We are working with the National Association of Architects in an effort to get them to establish a minimum height from floor for all windows, not only for office buildings but for hotels, hospitals, and dwellings as well. Many people are killed annually by falling from windows. The recent case of Edson White who stepped backward into an open window, and was killed, is a ready example.

Forces are at work to lessen the ever-growing list of bathroom accidents in our homes and in our hotels. Non-breakable faucets will be the rule in the not far distant future. Tubs will probably have flat bottoms and there will be hand rails where one can get at them in emergency. All electric fixtures will be entirely out of reach of anyone in the tub. I cite these few instances to illus-

trate the fact that safety leadership today is reaching out into many and varied fields of activity, and more especially to emphasize the fact that the work which men like yourselves are doing in preventing injuries and saving lives in your plants is furnishing constant inspiration to others to follow your example and carry the work out on the highways and by-ways.

It is an old story to most of us—this safety business. There is a tendency to overlook the fact that it is always new to somebody. We are inclined to get “fed up” on it. We get tired and want to let down. We forget that safety lessons must be repeated over and over again if results are to be expected.

We must not rest on our laurels. We must keep everlastingly at our jobs. The National Safety Council right now needs to plan for more engineering research. The highway problem is looming up big. Special attention must be given to this problem of motor-vehicle accidents.

In short, it is necessary to be prepared. We must plan to meet every possible emergency just as Richard Byrd met every emergency by definite planning before he left New York.

But there are other even more definite evidences of safety progress. Since the National Safety Council was organized in 1913, the national accident death rate in all fields except motor-vehicle traffic has been reduced 30 per cent. The motor-vehicle accident problem is a comparatively new one and yet there are certain facts which indicate real progress toward the solution of this most aggravating problem. For instance, during the year 1929, it was the private car owner who was responsible for most of the 12 per cent increase in motor-vehicle accidents over the preceding year. Figures for 1930 are not yet complete but there is no doubt in my mind whatever but that the same situation existed. During the period from 1927 to 1929, accidents involving fatalities among trucks, commercial cars, and taxicabs decreased approximately 5 per cent. The answer of course is that the fleet driver is being taught that he must drive carefully. Control is evidenced here.

Grade crossing fatalities decreased 18 per cent during the first nine months of 1930. This also is significant. From 1922 to 1929, accidental deaths to persons of all ages increased almost 28 per cent while at the same time fatalities among children of school age actually decreased 2.3 per cent. This indicates that child safety education is making real progress.

During 1929 and 1930, fatalities among pedestrians increased scarcely half as much as other fatal motor-vehicle accidents, which should be welcome news for the pedestrian. While there was a 4 per cent increase in 1930 in motor-vehicle fatalities over the previous year, at the same time this is actually the smallest annual percentage increase in our history. You will remember there was a 12 per cent increase in 1929.

And here is something interesting, too. The motor-vehicle fatality estimate of 32,500 lives for the past year is based on reports from 33 states and the

District of Columbia. In this list ten states with strong drivers' license laws show an average decrease of 1.5 per cent. In decided contrast the states of this group which do not have standard drivers' license laws show an increase in motor-vehicle fatalities amounting to 8.3 per cent. In other words, if the entire country had done as well as these ten license law states during 1930, 1,700 lives would have been saved last year.

These facts would indicate that some progress is being made toward the control and discipline necessary before real reductions can be made.

It is an interesting fact, too, that our psychology regarding accidents has changed. Whereas fifteen years ago we took it for granted that we must have accidents, nowadays the feeling is pretty general that they are altogether out-of-date and in many plants they are considered a disgrace that casts a cloud over good management and efficiency. In other words, there is very little room today for the careless worker in industry. The problem is to bring about a similar reaction toward accidents in our homes and in our automobiles.

Therefore, the big problem we face today is, it seems to me, one of creating a wider interest in the safety movement. We must be able to reach all our citizens and impress on their minds the value of accident prevention. We must have the generous cooperation of all industrial organizations, all civic groups, all clubs, all municipal and state officials if we are to succeed in this great work. Let me enumerate, some of the essentials of safety.

Safety must be definite. There is no middle-of-the road policy. There is no such thing as an "off and on" safe man. There is no partially-safe worker any more than there is a partially-safe auto driver. He is either safe or he is careless. He cannot accept certain provisions of safety and reject others. He must be wholly sold on the idea. He must keep it in mind at all times. The man who is careful one day and careless the next is usually headed for a smash-up.

Safety must get down to fundamentals. Accidents are stopped when causes are removed. The experience and study of 25 years tells us what most of the accident causes really are. To those who study the problem, these causes stand out in bold relief. Causes must be known before preventive measures can be applied. We must get down to fundamentals.

Safety must be voluntary. You cannot force men to be careful. You can only educate and instruct them. When convinced that safety is right they will accept it whole-heartedly. All duress is temporary; when the pressure is relieved a man goes back to unsafe habits. That is why safety must be voluntarily accepted to be of permanent benefit.

Safety must be right. The success of the safety movement in industry is partly due to the confidence men place in it. It has built its own good will. Today men know that they can depend on it. Safe practices are studied long and earnestly before they are recommended for adoption. When once they have the stamp of approval, they are accepted without question.



Safety must be reasonable. It must be accepted by the heart as well as the mind. For this reason it must be fair. Unreasonable restrictions have no appeal. This is true of safety just as it is true in other matters.

Safety must be cooperative. Industrial safety has long since learned the lesson of cooperation. It is one plank in the industrial platform where employer and employe can and must stand shoulder to shoulder.

Safety must be continuous. There must be no let-up. There can be no stop signs, there cannot be any detours. The road lies straight ahead.

Safety must be all-inclusive. The task is only partly done when industry reduces the accidents which happen in the plants. If safety is important in our industrial life, it is equally worthy of consideration in our home life and in our many varied daily activities. If results can be achieved in industry they certainly can be attained elsewhere. If safety is a good thing for the man who operates the punch press, it certainly is of equal value to the mother in the home, the automobile driver, and the pedestrian.

Then we have safety perspective. Our perspective of the safety problem is clearer than it was twenty years ago. We know now that control of accidents must come through two sources: first, by insisting that physical conditions shall be made safe; and second, by convincing human beings that the hazards of modern life must be respected.

Everything made by human hands or by machinery must have a safety principle in it. The construction of a factory, the building of a railroad, the digging of a mine, the manufacture and operation of the automobile—each must be accomplished on safety principles.

There must be no dark places. Housekeeping must be good. We must change our habits of living so that people will not stumble and fall, will not be run over, or be blown to pieces in explosions.

The forty-story office building, the elevated railway, the log house in the wilderness—everything involving the use of machinery and tools must be constructed, step by step, with protective devices and safeguards.

There must be changes in the standardized way of doing things. Our people must be trained from babyhood to adjust themselves to machinery, to electricity, and to all the mechanical things that are now the basis of our work, play, and home life.

To solve this problem it is apparent that every governmental, educational, and business agency must join hands to attack the conditions which now produce accidents. The safety problem in industry means convincing 196,000 employers that stopping accidents is the efficient and economical way of doing business. These employers must understand that 30 per cent of all accidents relate in some way to the factory or to its equipment, beyond the control of the worker, and that these accidents are the severe ones, more costly in lives lost and in mutilating injuries than those due to human failure alone. The

owner of a factory is responsible for its construction, its equipment, and its operation.

Having provided safe machinery and equipment, the employer must also control the remaining 70 per cent of the accident problem by educating the worker in safe practices.

The same principles are involved in making our streets, our highways, and our homes safe. The voters must be educated to approve bond issues for the construction of safe highways. Public officials must have the sympathetic cooperation of all citizens for a strict enforcement of traffic rules. Churches and educational institutions should teach the moral responsibility for home safety inspection, for protecting grandmother from slippery floors, for keeping dangerous things out of the way of little children, and for instilling in the minds of workers the necessity of safe practices.

With this concept of the safety problem before us we can now consider four fundamental requisites for the control of the national accident problem:

1. We must believe in safety. This is the greatest essential of all. It involves our inherited characteristics, our philosophy of life, and our every act. We must accept subconsciously the axiom that the protection of our lives from accidents is the first principle of living. There must be an inner conviction that life is our most precious asset and that thinking and acting safety will safeguard and prolong our lives. If we establish within ourselves this conviction that safety is a fundamental part of our happiness and well-being, then all the other factors of the problem will become relatively easy.

2. There must be acceptance of the principle of personal responsibility. Every condition of our lives might be made safe: in our homes, in our work shops, on the streets, and in public places; yet, if the individual does not accept personal responsibility for the driving of his automobile, for his actions in his home and in his workplace, many accidents will continue to happen. When it is remembered that falls are the most common and outstanding cause of accidents, it becomes clear that human contact is the basis of all safety. Whenever there is a personal conviction in the individual that accidents can and must be prevented, then we have the maximum of safety.

3. There must be an active, not a passive attitude toward safety. Until twenty years ago, safety was left to government laws and inspection, to the insurance companies, and to the flux of public opinion. The significance of present-day opinion is the constructive and active interest of the individual in his personal safety and in the safety of others. Our modern attitude of mind is to control the conditions of our lives. Accidents have been controlled by steam railroads because of the aroused interest of railroad employers and the active participation of railroad employes in the protection of the passengers committed to their charge, and in their own safety. Thousands of industries have assumed a similar attitude. Our great task is to arouse the active interest



of all our manufacturing personnel, employes and management; of our educators; of our children in the schools; of our public officials; and of every pedestrian and automobilist.

There must be real leadership. The stamping out of disease, war, ignorance, and accidents involves a leadership of the highest character. All reform has been due to concentration and organization. There must be leadership by federal, state, and municipal government agencies; by all of our educational agencies; and particularly by those associations that are focusing public attention on this problem; a leadership that will keep public interest concentrated through everlasting and continuous efforts; a leadership that is constructive, and progressive, the same type of leadership that has come to the front in the eradication of typhoid and other devastating diseases. Such a leadership will be forthcoming when men everywhere take the same interest in safety work that the men of industry are taking in it today. (Applause.)

DOCTOR NORTHRUP: If you will remember that speech and take it home and live by it for a year, you won't have many accidents in your homes. It seems to me that there is one lesson you are teaching the people of our country. Instead of the churches acting the part of the Good Samaritan, it seems to me, since I came here to the Department of Labor and Industry, that I have seen a living example of what the State and some of its citizens such as this gentleman here, is doing for the good of the men, women, and children in this country. And it seems to me that this spirit that is growing up in the mind of the employer is getting just a little closer to the spirit of the employe. And the act of the Good Samaritan is not being worked out by the church; it is being worked out by you boys right here—one of the lessons that we are getting in our twentieth century civilization.

We have one more guest here with us who is a director in the National Safety Council, Mr. William H. Cameron, and I know you will be glad to hear a few words from him. Mr. Cameron.

MR. WILLIAM H. CAMERON, *Managing Director, National Safety Council, Chicago, Illinois.* Mr. Toastmaster, Ladies and Gentlemen: It may seem somewhat of an anticlimax to have me say anything to you, but I do want to express my pleasure in being here, and in seeing so many personal friends and friends of the National Safety Council. And my mind goes back to 1914, 1915, and 1916, when I used to come to meetings similar to the one you are having here now.

I well remember and you know, of course, that the safety movement was born in Pennsylvania. The inception of the National Safety Council came from Pennsylvania. Our second conference was held in Philadelphia, in 1915, and we have here at the speaker's table Mr. Black who was a mainstay at the conference in Philadelphia, way back in 1915. And many old-time friends are here

tonight who have helped to organize the different safety councils and the great work that is being done in the State of Pennsylvania. You know, too, that we had our Congress last October in Pittsburgh, and it was the biggest safety congress ever held in the United States or in any part of the world!

I was very much impressed with what Governor Pinchot said about a 15-year cycle. You know I have been interested in this safety movement for a good many years, and I think what he said is about true. You will remember, a while ago, they said it took about 100 years to establish libraries. And the tuberculosis movement has been going on some thirty-five years, and if you trace these movements you will find that it takes a considerable length of time to have the people understand what the whole thing is about.

This whole safety movement is going on all over the country. Things are being done now that we didn't think about five years ago. And it seems to me that the depression in our business hasn't had very much effect on the safety movement. Some years ago, we did have some interference with the safety movement, but that has been overcome, and the work has been progressing. We got more industrial members last year than we did in 1929. And it seems to me that that is the guarantee we have that the safety movement is on a firm foundation, and it is bound to succeed in the minimization of accidents. (Applause.)

DOCTOR NORTHRUP: On behalf of the people here tonight, I want to especially express appreciation for the kindness these two good gentlemen have shown in coming here and taking part in this evening's program. I thank you.

Adjourned.

## FRIDAY MORNING SESSION

FEBRUARY 20, 1931

---

The conference was called to order by the Chairman at 10:00 o'clock

GEORGE FISHER, *Member, Industrial Board, Department of Labor and Industry, presiding.* Ladies and Gentlemen: The meeting will now come to order. You all, undoubtedly, attended the sessions yesterday and last night, and you all know how successful they were. And likening this to the old ball game, with the battery line up—yesterday Mr. Linderman batted 100 per cent and made a home run, and was followed up by Mr. Phillips who batted 100 per cent and made a home run. Last night, Doctor Northrup followed, and now here I am, the fourth batter. And I am going to try to make a pinch hit and get to first base anyhow.

Your chairman is very much disappointed, and I know you will be when I tell you that Mr. D. D. Fennell, who was to be the first speaker on our program this morning, is unable to be here.

Mr. Fennell's paper was subsequently received by the Department, and is made a part of the proceedings, as follows:

## ACHIEVING SUCCESS IN THE FIELD OF INDUSTRIAL SAFETY

BY D. D. FENNELL,  
*Industrial Engineer, Chicago*

"In the biological process the chrysalis breaks and man springs forth into being, launching his frail craft upon the uncharted sea of human experience. He has neither chart nor compass; he knows not the ports at which his bark will call, save that port which is the 'bourne from which no traveler returns.' Yet, he is equipped with captain and crew, with motive power and rudder and is a self-contained entity with the power and ability to make his own place in society and in the general scheme of life.

"The ships at sea are much like human beings travelling in life's courses. As we stand at the waterside, we see the majestic leviathan of the deep, newly arrived from foreign shores. There is the wide-beamed ferry with its freight of human souls, going back and forth from shore to shore like a veritable shuttlecock. The busy little tug wends its way on its multitudinous missions of assistance. We see the graceful yacht with its rhythmic lines, a thing of pristine beauty. There is an old tramp with its rotting timbers, approaching the end of life's journey. The ugly scow, the sea's beast of burden, passes with its load of mud and sand. This is just a cross section of human beings, travelling the way of life, each with his peculiar mission to perform and his work to do.

"1. Early in his career comes the birth of a man's purpose which grows more definite as plans are built for the fulfillment of that purpose. The more definite the planning, the surer the attainment of the purpose. Thus, habits are formed which in time take on the rigidity of complexes, and these complexes become building stones in an institution he is in the process of erecting—his life.

"2. The erection of this structure, this institution, and the projecting of it into the world's affairs are his life's chief functions. As this institution is conceived and planned and built, so will be the harvest of his attainment. It is the approach to this thing called success.

"The greatest institution in all the world is man. Several years ago I delivered an address to a noon meeting of the Detroit Chamber of Commerce. In the afternoon a committee of prominent manufacturers conducted me through a number of Detroit manufacturing plants. At the conclusion of a most interesting and pleasurable afternoon, one of the group asked me what of all I had seen impressed me the most. I immediately replied that while as an engineer

machinery and the production layouts; the planning methods and the plants themselves were of tremendous interest, I was trying during the itinerary to vision the men whose minds had conceived and whose dynamic force had achieved the building of those great enterprises. 'In other words,' said I, 'it is the man part of a great achievement of this character that intrigues me.' So, whether we will or not, we are all building institutions of one character or another, and these are specific photographs of the kind of men we are.

"3. What career is greater than that of conserving and saving the lives and the limbs of men? What character of educational scheme could be more effective in its results and more definitely contributive to the welfare of mankind than this career? What is it in all the world that transcends in importance and value everything else? There is but one answer: Human life! Then how great is our calling as safety engineers if to us has been given the privilege of holding this important place in the industrial and social life of our country! How great, indeed, is this calling of ours and how necessary that we be successful in it!

"What does safety mean to you, my friends? How big a thing is it? What are its fundamentals, its essentials, its functions? This question is very much in point, for by our conception of these matters is the measure of our achievements to be determined. Safety, fundamentally is (1) institutional and universal; (2) educational and environmental; (3) technological and mechanical.

"1. It is institutional in that it is an entity, an organization movement with a distinctive individuality. (a) It requires inter-company relationships to live. It is like human beings themselves who are by nature gregarious and who cannot live a normal or successful life apart from their fellows. I make bold to state that in my opinion, safety's efficiency would disappear in an exceedingly short time should the generic organization, local or national, pass out of existence. It is the history of the safety movement that only as groups have organized themselves to develop safety-sense in a locality has success attended the effort. (b) Not only is it necessary that great organizations be maintained to encourage and cultivate the activities of the local plant units, but the safety program to be successful must have a wide universality in its application. In other words, a public safety program which does not include safety in the home, in the schools, and in the factories seldom if ever has a long stretch of life.

"In a certain municipality a public safety program having to do almost entirely with traffic safety was launched, and a popular policeman made manager of the council. He did not appreciate the necessity of engaging the interest of the industrial leaders and factory executives until funds for support of the enterprise became totally inadequate to carry it on. The program which he had inaugurated lacked the tangibility to engage the economic interest of the manufacturers and financiers, and when these gentlemen were approached for cooperation, they were shown nothing but several years of decreasing efficiency



which failed to command their interest. The National Safety Council and your speaker made a final attempt to garner the interest of the manufacturers in that large city, but the council died a few months ago and there will be very great difficulty in reviving it.

"In another great city of this country, not far distant from Chicago there are enlisted in the foremen's safety school, 6,618 men. In that city the saturation of the entire citizenship has reached such a degree that the city has won the two contests launched by the United States Chamber of Commerce to determine (1) the municipality making the greatest advances in fire prevention and (2) the city doing the most effective work in developing good sanitary and general health conditions.

"While making an industrial survey for a manufacturing association in an eastern city recently, I was requested to attend a meeting of a woman's club that was initiating a public safety movement concerned particularly with such regulation of traffic as would prevent the endangering of the lives of their children going to and from school. This activity was sponsored almost entirely by the social leaders of the city who really believed that they could get continuing financial support for all of the phases of the work which they expected to include in the program. My advice to them was to interest immediately the safety men of the industrial organizations of the community and see if they could not organize a real safety council in this city, which had a large number of manufacturing plants of good size. Before leaving there we had a meeting attended by some 800 superintendents, foremen, and key men in the industries of the vicinity, and a real safety program was given birth. It will continue to exist and function efficiently if it has the right character of leadership.

"2. Safety is educational and environmental. (a) The measure of saturation of the safety idea in an industrial organization or in a city is a good check on the effectiveness of our safety propaganda. A homely little experience which holds a bit of human interest was mine to enjoy recently. Talking with one of the most successful safety engineers in this country, one whose hair has grown gray in the service of his fellows, I asked him as to the extent of the saturation of the safety program which he had been carrying on in his plant over a number of years. He said frankly, 'I don't know how specifically effective our safety effort is excepting as the records in the office show a 70 per cent improvement over a period of ten years. But,' he said, 'I have an idea. I am going to see what will happen if I challenge the reaction of my men to a little experiment.'

"It was just ten minutes to five o'clock and the whistle would blow at five. He purchased a banana from an Italian whose cart was close by and took the skin off of it and laid it on the edge of the sidewalk where it would be seen by the men when they came through the gate. Going across the street he secured a wire hoop from a barrel and placed it against a post close to the gate in such a manner that it should certainly be seen by the men. At five o'clock the men



came rushing out, and in less than one minute a gray-haired man of perhaps 55 years stopped, picked up the banana skin and threw it against the fence where it would do no harm. A boy not over 19 years of age picked up the wire hoop and folding it into a compact bundle carried it over and laid it beside the skin. Both of these reactions took place in less than one minute from the time the men came through the gate. It was not only a graphic but also an accurate indication that the educational program of this plant was teaching the men to think in terms of safety.

"After all, education is leadership. More than anything else in the realm of safety is leadership needed. It is the only means in the world of putting across a safety program and making it stick.

"(b) Safety is just a lubricant. Men like machines must have it administered continually if they are to produce. The value of a man's labor to himself, to his industrial organization and to society has never been competently estimated. You know, you fellows and I do not produce a thing. We are called 'burden' in the accounting system—that is all. To be sure, we plan and direct the activities of producing labor, but we do not ourselves add one dollar to the wealth of the world. It was when industry in its wastefulness, in most of its operations; in its use of raw materials and in its handling of human lives came to understand economically and from the standpoint of expediency the necessity to conserve materials and men that safety became an economic factor in production. Free the dynamics of the human soul by taking away the repressions of bad working conditions surrounding the job and the increased productivity per hour and per dollar of payroll of each man in your plant will be a gratifying result. Wash the windows of your factory actually and figuratively and let the sunlight in and see what a happy condition of mind and heart will do for your production program. Grow a smile in your heart and let it show in your eyes; carry in them a message of sympathy and human interest and you will find your leadership of more effective quality. Light your leadership with a kindly mien and make it an accomplishing thing. Make these elements a part of your lubricant and notice the better environment that will obtain in your organization. Then watch your production record.

"Eliminate fear to the greatest possible extent that you can from all of the surroundings of your workmen. Perhaps the greatest enemy to progress, to happiness, to effective production in this world is this thing we call fear. Fear of the gods, fear of lightning, fear of wild beasts, fear of starvation were concomitants in the life of the caveman. Fear of the boss, fear of the loss of the job, fear of accidents, fear of death are present today in the lives of the workmen in our plants. He who will banish the element of fear from the thinking of his productive personnel will earn dividends both in the happiness of his associates and in dollars as reflected in the financial statement.

"One of the most deplorable aftermaths of this time of depression will be the possession of a fear which will live in the hearts of many men until death calls. Men who have held their heads high, who have the pride of good character and good citizenship will become this winter the subjects of charity, and no man will be quite the same after he has accepted it. Surely the greatest obligation of engineers, economists and industrialists is to try to iron out the difficulties that bring about such unfortunate economic conditions as we are suffering from today.

"3. The third phase of safety work is the technological and mechanical. Here we have the mechanical engineer entering the field of human engineering to use his genius to prevent accidents and death. The time has passed when we can excuse mechanical hazards. If a dangerous situation cannot be properly safeguarded it should be abolished, regardless of its effect upon the plant in which it is found. We can produce the world's requirements without keeping in operation any sort of institution that imperils the lives and limbs of our fellow men. Industrial hazards that cannot be safeguarded have no place in the production picture today.

"If there shall come into being in the art of engineering an individual section devoted to safety, then we must build up an increasingly large and invaluable body of technical data. That body is becoming more extensive and impressive. The field of safety is really very broad and the divisions various. There is a real need for technically trained men in this field, whether school or job-taught. Statistics are becoming more elaborate and more numerous, and definition, nomenclature and terminology have a growing significance. Safety engineering must tie its activities into a systematized and logical whole if it is to become a distinctive division of the engineering field.

"The engineering approach on the problems of our calling should be cultivated assiduously. It is said that the engineer is a man of vision because he (1) sees what the other man does not see; (2) sees farther than he, and (3) sees it before the other man does. If we would make of our calling a real section of the engineering profession we must study, study, study all of the literature available on the many phases of safety work, constantly applying the more effective methods to our local problems.

"After all, there are scores of phenomena in the realm of safety that need our most thoughtful consideration. Why, for instance, is it true that in one industry there are only 95 accidents between 7 and 8 o'clock in the morning and 282 between 11 and 12 o'clock, or 123 between 1 and 2 o'clock in the afternoon and 227 between 3 and 4? Why has the severity rate of accidents increased progressively the nation over in 1927, 1928, and 1929, while the frequency rate has decreased in almost the same proportion. How deep into the home and school life of the children of industrial employes trained in safety, does the teaching permeate? Are the children of such men less liable to accident than

the children of office employees? The things of this sort that may be studied for very practical reasons are as extensive as the genius of our engineering personnel.

"Perhaps that utopian being we have talked about and dreamed about, the human engineer will be born of this effort of men who are devoting their time to safety engineering. But however the safety engineer operates, he should so build as to exert an influence that will make his efforts worthwhile and productive. In fact, this is the great purpose of life, regardless of our place in it. Every man expects that when the evening of life comes to him it will bring with it a great satisfaction and a great peace. It will add to his enjoyment of these later days if he has gone the way pointed out by the philosopher who said, 'Man is twenty years a student, twenty years a worker, twenty years a supervisor, and twenty years a councillor.'

"It is a sad commentary on the short-sightedness of the modern system that the counsel of the older man has not the standing and prestige it once had. Give to me the counsel of the man who has lived a studied and planned life for three score years, and you may take the counsel of all the younger men in the world combined, and I will travel the surer path to attainment.

"What is this thing called success and how do we measure it? It is determined by the character of the personality we have formed, built up of purpose in life, of planning, of habit, of performance. There was one man in the world's history who answered this question 'What is success?' and answered it for all time. He was the great Christian Jew, Saul of Tarsus, the philosopher of the early Christian church who said at the conclusion of a long and arduous life, 'I have fought a good fight, I have kept the faith.'

"Would we determine the measure of our success in our calling in life? Then let us ask ourselves these questions: Have I kept faith with the God who gave to me life and the riches of the universe? I would not attempt to define God for you. You have your own conception of the Great Final and Efficient First Cause, but you know and I know that in all the truly great and successful men: in Washington, in Lincoln, in Garfield, in the true and great of all the ages, there has been an instinctive sense of obligation to and of reverence for the Divine Father of us all that is part of the equipment necessary for the doing of any big job well.

"Have I fought a good fight for my family, have I kept faith with my helpmate, my boy, my girl? To the fullest extent that I could, have I provided them with the living necessary for their welfare, the education that will equip them for their life's activities? Have I left them with an example of rectitude, of honor, of service, which is the greatest gift they could receive from me? Have I kept faith with my employers and my associates, spending myself wisely and generously for their good and for my own? Have I fought a good fight for the ideals of my city and have I kept faith with that city and with my community? Have I cast my vote in sincerity and with honor, giving no support to crime-



besmirched candidates for office? When called upon to do so have I served on the jury, knowing that in no better way may a man serve his community and protect his home? Have I obeyed the law in the matter of traffic regulations and in every other way, knowing that a universal respect for law will depend upon my attitude toward law? Have I kept faith with myself? If I have, I will not hesitate to bare my soul to myself in the sanctity of my own chamber and take a reckoning of myself once-in-a-while. Indeed, I have been successful in my life's work to the extent that I have kept faith with myself in all of these particulars. Herein is the integration of life's program, the touchstone and measure of this thing called success.

“ ‘To thine own self be true,  
And it must follow as the night the day,  
Thou canst not then be false to any man.’ ”

The next speaker on our program is Dr. Ellen C. Potter, who could not get here. I will have Mrs. Agnes Fleming, member of the Industrial Board, read Dr. Potter's letter. Mrs. Fleming.

MRS. FLEMING: I consider it a rare privilege to read Dr. Potter's communication to you.

“As you know, I practically always speak from skeleton notes. The subject on which I was to speak I understand to be ‘Health in Relation to Accidents.’ On the program I note that it is ‘Health in Relation to Industry.’

“In brief, what I had intended to say was that for the most part we are accustomed to think of accidents in relation to industry as due to the action of the machine, unprotected or otherwise, and failure on the part of the employe to take care of himself in relation to the machine.

“Emphasis has been placed always upon requiring industry to put the proper mechanical safeguards around its operating units.

“Industry in an effort to protect itself from unnecessary accidents due to the human element has taken pains, through physical examinations, to eliminate from its personnel the lame, the halt, the blind, the deaf; and to some degree to eliminate the illiterate who cannot read the warning signs.

“We have failed to take into consideration, however, the mental and emotional factors which involve the worker and which so often have their origin in his home and family ties remote from the machine; factors that cannot be included in physical disability or contagious disease or even inadequate compensation, but which are due to the marital conflicts and parent-child conflicts which are often more devastating to the individual than any physical accident.

“Moreover, to put up protection and assistance that minimize the factors that contribute to accidents in industry and low production in industry is even more difficult than to put the metal guards around the revolving wheels

and belts of the giant machine, which the man or woman may be called upon to control.

"People are not willing to bring their personal maladjustments in the emotional field to the light of day for help. They bring their broken bones and and their damaged eyes to the doctor without question.

"Workmen's compensation, the industrial nurse and the ordinary family welfare society, all make their contribution to the solving of these more material problems. The time is here when our increased knowledge of the emotional life of human beings, and the knowledge of their intellectual limitations, together with our knowledge and skill in the case-work field, which will help in adjusting these factors, seem to indicate that we need not only the nurse and the doctor who can set bones and bind up wounds, but the psychiatric nurse, the clinical psychiatrist, and the clinical psychologist. These shall adjust and bind up the wounds of the spirit from which men and women in every walk in life suffer, and who, perhaps in the class of the skilled and unskilled laborer, know less how to react the sources from which they can derive help.

"As always in the past, there has been suspicion on the part of the employe when industry has set up social welfare and social health services in the industrial plant, so there is bound to be distrust and misunderstanding of any effort in the mental health field which, through its adjustments of souls and bodies, will promote success of the individual workman and the individual industry.

"It may be that any such effort must find its inception outside of industry but so close in its relationships to the employe and the employer that by the promotion of mental health there shall be secured for those who labor and for those who employ success in their respective endeavors.

"I am very sorry indeed not to be able to keep my appointment with you, and I hope that if there is any value in what I have outlined as my thought, you will use it."

**THE CHAIRMAN:** The next speaker, and the gentleman who will take charge of the morning session, needs no introduction. He is the director of the Bureau of Inspection, Mr. Harry D. Immel, and he will now take charge. Mr. Immel.

**MR. IMMEL:** Mr. Chairman, Ladies and Gentlemen: We have now come to your portion of this program. We are in a sense unfortunate in that our speakers this morning have not been able to be with us. In another sense we are fortunate because there are so many things of vital importance that should be deduced by this round-table discussion that could not possibly have gotten into the period previously afforded, and that can't possibly get into the period now afforded.

Just for a moment I am going to give you a brief outline of the operations of your Bureau of Inspection in accordance with the instructions of the past year.



Most of you will recall that three years ago we came to you with a project for the dissemination of educational influence for the promotion of industrial safety through the Bureau of Inspection, in addition to carrying out our obligation of law enforcement. That program had the hearty endorsement of industry in Pennsylvania, and up to this moment it has had the hearty support of industry in Pennsylvania. And when I say "industry," I mean, of course, organized employers and employes and unorganized employers and employes, alike. Because in this great matter of industrial safety we are all a unit, and those of us who have a conception of its importance feel that it must be carried forth.

Three years ago, in 1929, we put on the Pennsylvania Industrial Safety Campaign, which through your efforts was tremendously successful, and it has focused the attention of our nation on what was being done; and it even attracted attention abroad to what Pennsylvania industry was doing for safety in this big campaign.

Last year we collaborated with other departments in the state government that had any safety functions, and again we went out to use whatever educational influence could be used to promote safety.

We are now in the beginning of another year, and this year we are undertaking to attack the problem in a slightly different way. Remember, please, that all we have been doing, and all we propose to do, are things coming right out of this body here and out of those other Pennsylvania industries which may not be represented in this gathering. This year, as most of you know, we propose to undertake "No-accident" drives in the two big industrial accident months in the year. All of you, probably, have been provided with the "peak" cards. They have been prepared by Mr. Maguire, of the Bureau of Statistics, and they show the curve of accidents in industry over a period of the last ten years. March and October, you will note from the chart, are our peak accident months, and it has been determined to undertake "No-accident" drives in those months.

Now, you may say they are not the peak months in your particular industry. I suppose a little later we will bring out interesting things about that. There are industries in which these are not peak months, but as an average they are peak months.

You might say there is no particular reason why "No-accident" drives should be conducted; that probably the peaks are brought about through increased production in those months in the larger group of industries. I think we will probably grant that as to March and October, but nevertheless, I want to give you before I turn the meeting over to you, the significance, as we see it, of these "No-accident" drives in March and October.

Two big purposes we have in view; the one is that purpose that all safety men recognize, that is the opportunity to present our safety program in a little

different way. That is very important. And then there is one other great significance in these "No-accident" drives in March and October—it will stimulate individual firms to study their own conditions. Those who view this program critically may say it doesn't represent your peaks. All right. What are your peaks? Why are your peaks where they are? If we have merely caused you to look at yourselves in that way, we have started you in the process of self-analysis, and you have accomplished the greatest first step for safety in your own organization. That is the most vital purpose of this campaign. Of course, it has the additional purpose of focusing attention on certain periods, and focused attention is of vital importance to industrial safety advancement.

We are going to ask for a short check-up of what has been done in an outstanding way in the last year for the development of safety in Pennsylvania, and not only industrial safety because we have come to realize that our job is much bigger than the confines of the factory walls; we know we have to go out into the communities and get communities interested in safety. We know we have to go into the homes and into the schools. We are going to have the pleasure of hearing this morning what some sections of this Commonwealth have done in the last year under the inspiration of this new approach to safety.

Another thing we are going to undertake to do is to show which individual concerns have made outstanding advancements in safety recently that may serve as inspiration to other concerns that may not have been able to produce quite such good records. I am going to call on certain individuals of this group this morning to comment briefly along the lines indicated, and when I say, "briefly," it is going to be "briefly," and that is the purpose of this gavel. (Laughter.) We are not going to have anybody on this floor more than five minutes. I know you are going to take that in the right spirit—this safety movement is full of that sort of spirit.

I was mighty interested last evening, by the way, to note the spirit in which that proposed plaque award of the Pennsylvania Manufacturers' Association was received by you. When it was first mentioned to me I was a little concerned about it, because we all know the difficulty of deciding between individual industrial concerns which has produced the better record. If you put it on the basis of frequency of accidents or cost of accidents, you just have to classify your industries. That isn't very easily done. This award, being on that broad plan of the Bok award in Philadelphia which undertakes to pick out a man most useful to his community in the year, gives us a proper approach to the subject in a different and broader way, but I was interested, nevertheless, in seeing what the action of you safety men would be. I discussed it with two men, representing different interests in this state, and interests that must be considered as contenders in anything of that sort, and both of those men expressed the same opinion, that even should such an award go to a concern that they felt possibly wasn't quite as deserving as they, the concern receiving that

award, would be committed to safety ever after. I merely present that as the spirit of this great safety movement which you typify.

Ladies and Gentlemen, there are probably three or four hundred of us in this room. Whatever your identification, whether you are representatives of industry, whether you are in the Department of Labor and Industry, in respect to this safety campaign, your effort is fraught with tremendous consequences to three and one-half million individuals who are employed at various occupations in this state—yes, with tremendous consequences to nearly ten millions of people who are the population of this great state. I would remind you of what the speaker said last night in his comparison of the states which have automobile requirements and those which have not, and the difference in the number of fatalities in those states. From what you are doing here this morning may depend a thousand lives! I am going to ask you in that spirit to introduce such brevity as you can in the discussions.

I am going to start with a community that has developed a branch safety council in the last year—a community with which I have been in close contact. I know something about the tremendous advances they have made in safety matters, and I am going to ask Mr. N. L. Ramsey, of the Joseph Reid Gas Engine Company, Oil City, Pennsylvania, to tell us a few things about safety in Oil City. Mr. Ramsey.

MR. N. L. RAMSEY, *Joseph Reid Gas Engine Company, Oil City, Pennsylvania.* Ladies and Gentlemen: For some time there have been a number of leaders in our Oil City industries who are tremendously interested in the matter of reducing accidents. Not that we were a city of killers at all, but the people have been taking a great interest in the matter of reducing accidents, and they felt that it would be a great advantage to the community to have a central organization to make more effective safety progress in the schools and in the homes as well as in the industries.

In January, 1930, we called a large mass meeting, a safety rally, and we called our good friend, Mr. Immel, who came from Harrisburg to our little community, and he brought us a real safety message, and the seed sown has brought forth much fruit. During that year we had a central safety organization, called the Oil City Central Safety Committee, and we have on that committee the president of the Oil City School Board. He was sold heart and soul on the matter, and he went into the schools and put in a safety organization. The city administration cooperated with us to protect the children at the street crossings. They had safety traffic lines put down to protect the children. And during the last year we have not had a single accident to a child on a street crossing. (Applause.)

In January, 1931, we held another safety rally. We gathered together about three hundred of the leaders of Oil City's industries, and again we called on



Mr. Immel to come back to Oil City to help us. And right here I want to pay our respects to the fine work Mr. Immel is doing in the Department of Labor and Industry, in the wonderful handling of his job, because he is efficient in that position and for no other reason. We are cooperating with the Department of Labor and Industry because they have sold themselves to us, through Mr. Immel, Mr. Carey, and Mr. Ziegler.

Now I want to announce that we have with us the Mayor of Oil City, and Mr. Redfield, president of our newly organized Safety Council, and who is a leader and is going to do some worth while things. Thank you.

MR. IMMEL: The next speaker who throws any bouquets at the Chair is going to be rapped down promptly—and of course the same will apply to anyone who throws any bricks this way. Mr. Ramsey neglected to say one thing to you and that was this, that in support of this safety campaign this year, Oil City proposes in the first week of October to put on a full-week safety campaign in that community. Each day will be devoted to some special line of safety work; one day to school safety, another to public safety, another to industry, and so on. There is going to be something doing every day in that week in Oil City.

I don't want to call, except when necessary, on members of our own organization, but it probably is appropriate now to ask Mr. Carling, supervising inspector in Hazleton, to tell you about the organization of the baby member of the branch safety councils in Pennsylvania, and what that safety council has done to further safety, and what it proposes to continue to do in safety development in Hazleton. Mr. Carling.

R. P. CARLING, *Supervising Inspector, Department of Labor and Industry, Hazleton, Pennsylvania*. Ladies and Gentlemen: The chairman has just stated that he is only going to allow five minutes to each speaker. I will not take any longer than that for the talk just given by Mr. Ramsey, of Oil City, relative to the conditions in that locality are identical with the conditions in Hazleton and vicinity, therefore, it will not be necessary for me to give a repetition of Mr. Ramsey's explanation of conditions.

During the latter part of November, 1930, Dr. D. D. Fennell was in Hazleton in the interest of a community chest campaign, at which time he agreed to address a community meeting on accident prevention. This meeting was attended by over five hundred persons, 80 per cent of whom were representatives of industry. Each person attending filled out a questionnaire giving his name and the name of the firm he represented. This information gave us a lead upon which to work toward a permanent organization.

We could not do much work, of course, until after the holidays.

The first meeting was called on January 13, 1931, for the purpose of effecting a permanent organization. This meeting was attended by about 200 persons

including Colonel Henry Reninger, of the Lehigh Valley Safety Council, and Mr. Julian Harvey, of the National Safety Council, who gave information on organization.

The result of this meeting was the forming of a branch council known as the Hazleton Safety Council of the National Safety Council and is now functioning, but it is a little bit early to put on any special drive in March, but we expect to be ready for October. I thank you.

MR. IMMEL: I was glad to hear the speaker give a share of the credit for this new Hazleton Safety Council to our good friend, Col. Henry Reninger. When this was proposed we didn't know what the attitude of the Safety Council of Lehigh would be; we didn't know whether they wanted to reach out as far as Hazleton or not. And then we called in a member of the Lehigh Safety Council, and I want to say that Colonel Reninger and the Lehigh Safety Council did just what we hoped it would do—they came up and helped Hazleton to develop a safety council of its own. And if Colonel Reninger is here, I want to ask him to add a few words to what Mr. Carling has said.

COLONEL HENRY RENINGER, *Special Representative, Lehigh Portland Cement Company, Allentown, Pennsylvania.* Mr. Immel, Ladies and Gentlemen: The National Safety Council has found that in the years gone by it has usually taken several years to organize a local Safety Council.

Our Lehigh Valley Safety Council is the oldest local council that has had continuous existence. We do cover a large territory, extending from Kutztown, Pennsylvania, to Washington, New Jersey, and from Phillipsburg to Lansford. In December of each year we hold a regional safety conference, and at the meeting in Allentown this year some of the Hazleton people came down to attend this meeting. Last November, through the efforts of the Woman's Club and Mrs. Dershucks, a week's safety drive was put on. They were vitally interested in safety, and Mr. Carling and Mrs. Dershucks talked the matter over with us and asked our assistance in forming a local Safety Council in Hazleton.

It appears to me that the job of any local Safety Council is to give help and assistance to any new organization interested in the safety movement. We promised them our help, and in January, Mr. Harvey, district manager of the National Safety Council in New York, and I went to Hazleton and helped organize the Hazleton Local Safety Council of the National Safety Council.

I am happy to say that this organization was put through by Mr. Carling, our State Supervising Inspector, and Mrs. John Dershucks.

It took us years to establish local Safety Councils, but through the efforts of the National Safety Council, and the efforts of the State Departments of Labor and Industry and other organizations, safety has penetrated to all parts of this country. I think this was due largely to the three series of national



radio broadcasts from coast to coast with some of the great industrial leaders of this country speaking on this subject.

I was invited to talk to a foreman's group at Lynchburg, Virginia, in October. I found they had had a foreman's group there for six years. They had had the best men in the country talk to them on the "Duties of a Foreman Along Safety Lines." They did not want to hear anything about foremen training in safety—they were looking for something else to put their energies into. And so on that Sunday afternoon I talked with two or three of the officers of this Foremen's Club, and on Monday morning I visited two or three bankers and several of the leaders of industry in that community, and that night I talked to a group of almost three hundred leaders of industry in Lynchburg, and today there is a local Safety Council established there.

The same thing has happened in Glens Falls, New York. A great interest has been aroused in Pottstown, and the same is true of Montgomery County, and we hope before long to have local Safety Councils established in these communities.

You are representing industry. You must back up the local Safety Council movement, for you know the value of safety. One of the hardest jobs we have is getting the women's organizations interested in safety, to make them realize what a great piece of work is to be done in the homes. But you, gentlemen, going back to your own cities and towns can do more for industry and more for your communities if you make it your business to stir up interest and organize a local Safety Council.

Mr. Bergquist, the president of the National Safety Council, told us last night of the accidents that happened in our communities, in our homes, and among children of school age. If you stop to think of the accidents that have happened in your own homes, and in your next door neighbor's, you will find that these accidents run up into the hundreds, while the industries are not having them today. An employe who works in any plant where safety is part of the organization is far safer on his regular job than he is in walking down Main Street.

We talked about the work that has been accomplished through our safety work in the city of Allentown, comparing the year 1927 with 1930—and we have reduced fatal accidents to children of school age 62½ per cent. (Applause.)

The big industries in the Lehigh Valley—I do not know so much about the smaller ones, for we have not received all of their reports—but when I say the big industries, I am talking about Mack Motor, Bethlehem Steel, American Steel and Wire, Traylor Engineering, all of the cement companies in the district—everyone has reported an actual reduction in lost-time accidents for the year 1930. We are getting results.

The Lehigh Valley Safety Council is trying to get everybody interested in the safety movement. Go back to your communities and organize a local Safety

Council. The National Safety Council and the local Safety Council nearest your own home town will be ready and willing to help you in every way possible. The National will send a representative in to help you organize and to show you the work that should be done. There are three different classes of local Safety Councils: Class A, with a full-time paid manager; Class B, with a part-time manager; and Class C, where the work is voluntary. Class C is the type of Council we have in the Lehigh Valley, and this is the type that must be established in the smaller communities throughout the state of Pennsylvania. The only Class A Council we have is the Western Pennsylvania Safety Council. There should be a Class A Safety Council in Philadelphia; they need it, and we hope that those of you from the City of Brotherly Love will make it your business to help organize this Council.

We cannot expect to have paid managers in the small localities of from twenty to one hundred thousand people—this is a voluntary job. Today we have Class C Councils in the Lehigh Valley, Erie, Hazleton, Central Pennsylvania, and Reading. We should have local Safety Councils in York, Lancaster, Wilkes-Barre, Scranton, and Williamsport, and even smaller communities.

I can assure you of the help of the National Safety Council and of the Department of Labor and Industry. I am sure they will send some of their men into your territory to help you do this work. Mr. Immel is very much interested, for it means much to the Department of Labor and Industry. His supervising inspectors will help you too, for they realize what can be accomplished through the efforts of the local Safety Council, not only in reducing accidents in industry, but in reducing accidents through the state of Pennsylvania, and that is your job and my job, to save human life and limb that the people in this great state may enjoy life.

MR. IMMEL: Now, I am going to give you something different. We are proud of these new Safety Councils, but I think we are more proud than ever when we can revive an old one. And as between forming a new Safety Council and reviving an old Council, there is no comparison. Injecting new life into an old Safety Council is the hardest job in the world. Mr. G. P. Singer, president of the Reading-Berks Safety Council, will tell us something of his experiences. Mr. Singer.

G. P. SINGER, *President, Reading-Berks Safety Council, Reading, Pennsylvania*. Mr. Chairman, Ladies and Gentlemen: I would like to digress for a moment or two. This is my first experience at a Pennsylvania Safety Conference of the Department of Labor and Industry. I just want to say it was a great pleasure for me to be able to be present here to have my part with such a body of men and women engaged in this great work of safety. We are all meeting here with but one thought in mind, one purpose in view, to talk over ways and means whereby we can add our little bit to the mitigation of human

suffering and the conservation of human life. I just want to say I don't know of any work to which we can better devote ourselves than that of safety. I don't care whether it be the street sweeper or the president of one of the greatest corporations in the country—their responsibility and their reward is equally great if they do their part in their own individual work.

I have been asked to tell what little I could. But unfortunately the time I have been connected with the Reading Safety Council has been of such short duration that I am afraid I would not be able to do my city justice were I to attempt to tell what they have done. I can tell you a little of what they are doing. I could tell a great deal of what they are going to do, but I am not going to do that; I might be giving secrets away, which I don't intend to do at present.

Owing to the resignation of Dr. Wilson in November of last year, I was called to take over the safety work. Since then we have somewhat reorganized the council; we have divided it into three sections—industry, educational work, and public traffic safety. Up to the present time we have devoted our efforts entirely to the development of the industrial section. And we have been very successful so far.

One of the first efforts we made was to hold an industrial mass meeting last November. And the results of the conference were outstanding, and somewhat unique in the history of Reading. Up to that time I think the largest attendance was between four and five hundred at any industrial rally. Last November we went to it. We had a little difficulty, but we got the use of the City Hall which accommodates between 1,200 and 1,400 people. We made our arrangements, the night of the meeting came along, and we didn't know what was going to happen—we were “holding our thumbs,” you might say—and although the meeting was scheduled to begin at 8:00 o'clock, by 7:30 that entire hall was filled. By 8:00 o'clock there were some 800 to 1,000 people on the outside who could not gain entrance. We think that is quite an accomplishment for Reading, particularly.

The next thing we entered upon was a survey of industry. So far we find the industries in Reading are well organized, according to their individual limitations. Sometimes the question is asked, “Does safety work pay?” I can answer as far as Reading is concerned it does. I have one company in mind now; two years ago its reputation was not particularly good as far as accident frequency was concerned. In 1929, it had a particularly bad year. We got that company to organize, put in safety committees, and what was the result? At the end of 1930, comparing it with 1929, it had reduced its accident frequency 70 per cent and had reduced its compensation payments 80 per cent. How can anyone ask whether safety pays when we hear such things as that? If one company can do it, every company can do it.

We have a committee from all the industries in the city to meet once a month. We exchange ideas and have short inspirational talks, and from these meetings I feel sure that the work of the Reading-Berks Safety Council is going to develop until Reading takes its place second to none in the state of Pennsylvania.

One thing upon which we are now engaged is the preparation for an all-day conference to take place in April. We have prepared an interesting program for that conference, and the evening will be devoted to a mass rally. We have been put to somewhat of a problem to find a place large enough because we can't afford to turn away any more people. We have been promised the auditorium of the largest high school in Reading, which will accommodate 1,700 people, and I feel sure we will fill it to capacity.

The educational section of the council has not yet been developed fully. We are working with the School Board, with the superintendent of our schools, and are gradually being brought to a working basis.

---

MR. IMMEL: I am going to jump to another section of the state. And this Central Pennsylvania Safety Council that you will hear about is still "spot news," being a comparatively new organization. I am going to ask Harry Darr, safety engineer of the Cambria Steel Company, to tell us something about what the Central Pennsylvania Safety Council is planning for this year. Mr. Darr.

HARRY DARR, *Safety Engineer, Cambria Steel Company, Johnstown, Pennsylvania.* Mr. Chairman, Ladies and Gentlemen: I can give a few facts.

We organized a council about two years ago. Our first attempt was to organize every county into separate units, which we did. The next thing we started out to do was to take the main officers of the organization, and travel from county to county, put on mass meetings, and enlist the interest and enthusiasm of the leaders, in the homes, schools, and industries in each one of these places at these meetings. We conducted about fifteen or eighteen of these rallies, I believe, in every one of these counties.

Last fall a year ago we inaugurated a foremen's school in Johnstown. At that school we had the foremen and leaders in industry from all the different main industries in Cambria County. Our enrollment in this school was about 800, with an average attendance of 500 at each session, after which we awarded a certificate of attainment to all those who had attended 70 per cent or more of the sessions.

We have organized the schools through the help of the school authorities in the various towns and municipalities in our territory, to such an extent that now we have school boy patrols, patrolling the streets and street intersections before and after each school session. These boy patrols are very plainly desig-



nated by some emblem attached to their arm. And you would be surprised to see the respect that the pupils of the schools pay their comrades at the street crossings. I don't have the exact figures, Mr. Chairman, but I know that casualties among school children have been reduced more than 50 per cent.

Next Wednesday night we are going to put on a big safety rally in Johnstown, and on March 3rd in Altoona. We have made arrangements for the use of the Central High School auditorium which seats 1,500 people, and I know we are not going to have room to take care of the crowd.

Our Safety Council this year, in order to help knock off the peaks in March, not only in industry, but in the schools and homes as well, is planning to carry forward an essay contest in all of the schools in these eleven counties during the month of March. The Central Pennsylvania Safety Council is offering handsome awards for these essays in the eleven counties. They will be distributed within the next ten days, and the children in the schools will be invited to go to it.

I want to say that the things we had in mind in putting on this essay contest are right in line with this (peak) card that was handed to us this morning. I want to say this to you, in the common ordinary every day slang, I thought when I saw that card, "It is a bunch of apple sauce," because our high peaks, I didn't think were in March and October. I am talking about the Cambria plant of the Bethlehem Steel Company. I looked back several years, and I found that March was a good month, and October was a good month, here and there. Then I took ten years, and I was very much surprised in making comparisons that our accident peaks were actually within the months of March and October. But our very best month, best record we made in that plant, was in October, three years ago. I compared the high peaks in March with the tonnage produced in that plant in March, and I compared the high peaks for October with the tonnage produced in that month, and then the low tonnage months. Now this is what I found, that every time we wanted to make a record and put out a big tonnage, we picked out a month usually that has the most working days, which is October or March. And I find that those are the times of the year that the record is usually called for. And every time the general manager of the plant and the superintendents began to tell the foremen and the different men around the plant, "We want you fellows to get busy now, we are working for a record this month," that that was when our tonnage would increase and of course accidents would increase. I want to leave this with you: Whenever they start to put the screws down on production, you get busy and put the screws down on safety, and then we will knock off those peaks.

MR. IMMEL: Just one more word about those peak cards. We have a sufficient supply for all members of this conference. What Mr. Darr said about



that speeding up production is right. Remember, there are forces at work producing accidents that we don't know anything about as yet, and that we have got to know about if we are going to cut down those peaks. What causes that midsummer peak? We can't account for that by increased production. There is some cause for it, and we have got to learn the cause. So here is your opportunity to take this as a basis and go into your plants and analyze your records, and find those deeply hidden causes about which we know so little.

I am going to call upon a representative of another community; it is one in which this movement toward a branch safety council is going forward slowly, but nevertheless surely. They are doing important things down there this year for the advancement of industrial safety. Is Charley Kidder, Industrial Secretary of the York Y. M. C. A., in this room? We will call on Mr. Kidder.

MR. KIDDER, *Industrial Secretary, Y. M. C. A., York, Pa.* Mr. Chairman, Ladies and Gentlemen: I feel that I can take some liberty with the Chairman because I am a neighbor of his. I hope he does not use that gavel on me.

This community safety idea that Mr. Immel refers to in York really started about three or four years ago. Mr. Immel came around and gave a splendid address to our Foremen's Club that stirred us up on the matter of safety. Community safety is all right if you properly organize.

If you have a man at the head of your safety council who is absolutely sold on the idea and he has executive and organizing ability, you can put it across. Enthusiasm alone will not put safety across anywhere.

At the present time we have in York a Foremen's Club and we are dealing directly with foremen. We are trying to completely sell them on the wisdom of safety because we believe if you sell them on the idea of safety you do not have to bother with industrial safety rallies in the community. The foreman is the man who can sell it to his men. He wants to make a good record, and he wants his company to have a good safety reputation.

Last fall we had an experience of about three months with groups of foremen in the membership of our club. This club is composed of about 1,000 foremen from 153 different plants in our county. These plants were divided and classified according to the number of employees. Our club meets monthly. We had a big chart over the head table at our meetings, on which we showed just exactly what the companies were doing in a NO LOST-TIME ACCIDENT CAMPAIGN. That did not work out so well because some of these companies were a little jealous of their records. They claimed they could not see their names on the board from the back of the room. After spending about \$30.00 on the board we decided perhaps we had better discard it. And so instead of that we prepare a record and give it out each month to those in attendance at our meetings. This record shows exactly how each plant stands in the NO LOST-TIME ACCIDENT CAMPAIGN.

It shows exactly how many days each plant has gone continuously without a lost-time accident. The publication of this record will be kept going right through the year, and we hope for good results. So far it has created much good and quite a little enthusiasm. Our plans for the present are to deal entirely with foremen in industry rather than with the community.

MR. IMMEL: How we do lean, in the Department of Labor and Industry, on these veteran branch Safety Councils in this state—Western Pennsylvania, and Erie, and the Lehigh Valley. I am going to call on Mr. George Clarkson, Manager of the Western Pennsylvania Safety Council, to tell us about their campaign for 1931.

GEORGE CLARKSON, *Manager, Western Pennsylvania Safety Council, Pittsburgh, Pennsylvania.* Mr. Chairman and Gentlemen: Modesty of course forbids—I was going to say forbids me to take issue with Colonel Reninger. He said that the Lehigh Valley was the oldest Safety Council in the United States. The facts are these: In 1913, shortly after the National Safety Council was organized, the same year a local was organized in Harrisburg—the first in the United States. Very shortly after that a local was organized in Pittsburgh—a voluntary local. One of the organizers of that local is sitting over here—Mr. Francis Feehan. He has been active in the safety movement since its inception, and has been a loyal and hard worker ever since. When this state campaign was announced, the slogan being, “Knock Off the Accident Peaks,” our Board immediately got busy as they usually do when they hear of anything of this sort, anything that sounds like safety or looks like safety—any place where we can get a little cooperation we take advantage of it—and when this was announced our Board got busy and said, “We will go along.” They appropriated a nice little sum of money, another committee proposed a design for a poster, and we have produced a poster. It is being sent out to the industries in Western Pennsylvania, from fifteen to twenty thousand of them. This poster calls attention to Pennsylvania’s fight against accidents, “Knock Off the Accident Peaks.” And we indicate the peaks in March and October—“Help take your plant through March and October without an accident.” “The Western Pennsylvania Safety Council cooperating with the Pennsylvania Department of Labor and Industry.”

In connection with that, I have made arrangements with our printer in Pittsburgh to pass those posters on to anybody in the state who may want them, at cost. In other words, you can take advantage of our quantity production, if you want to, and get the advantage of lower cost. The printer who happens to be doing this particular work is the Liberty Show Printing Company, Pittsburgh, address your communications to that company or to my office, and I will pass them over to him.

We want to assist in every way possible to put this matter over in Western Pennsylvania. We are following practically the lines we have followed in our "Thanksgiving 'No Accident' months," which we have been conducting for a number of years, and our plans are outlined along that particular line. We are going into the schools, as we wish to have these posters in every school room in the western part of the state. We are sending out a miniature poster, similar to this with the safety pledge printed on the back, and these will be distributed to the children. We are going to emphasize more than ever that the teaching of safety in the schools is a necessary part of the curriculum. We are taking it before the Junior Safety Councils and the Junior Safety Council patrols. A large percentage of our schools, already organized, are in the habit of going right along with those things, automatically.

We are going into the industries and offering a speaker to every industry that will hold a rally or plant meeting or community meeting during the month.

At the present time we have four industrial schools in which we are going to send a speaker.

In each one of these meetings we are emphasizing this "no accident" drive for March, and we are asking the cooperation of foremen and superintendents who are attending. In every way possible we are going to cooperate with the safety drive.

This work has been going on for practically twelve years, with a paid staff, and it pays; it pays in dividends that you can't measure. I took the opportunity to make a little compilation a few weeks ago, showing some of the comparative results in accident prevention. In the ten counties of Western Pennsylvania, 5,255 lives have been saved in the last ten years, that is assuming that the 1918 record had been maintained. Five thousand lives have been saved. That compares with 11,884 in the entire state. In other words, the saving in Western Pennsylvania has been 44 per cent, that is in actual lives saved. In injuries saved over the ten years there has been 114,360, as compared with 60,083, in the state—190 per cent more than in the state. And I just want to throw this little challenge out to Philadelphia: Over the same period, ten years, 3,458 lives have been saved in Allegheny County. How does that compare with Philadelphia County?—only 983 lives have been saved. Injuries—well, Allegheny County's saving in injuries is 109,382, plus Philadelphia County's increase in this ten years, of 17,419. In other words, Allegheny County's saving has been the total of those two figures—109,000 plus 17,000, a total of 126,000 injuries. Gentlemen, does it pay?

The industries of Western Pennsylvania have done this. They have done it with the help of a local safety council that has been on the job every minute. And I want to repeat the statement that has been made by Mr. Oartel (Carnegie Steel Co.) on this floor several times, that there has been more done in safety to the square foot in Western Pennsylvania, than in any place in the United States! And that is not bunk! This is the yard stick to prove it.



MR. IMMEL: George Clarkson was all right until he began to brag. (Laughter.) But I do want to say that he could have left that out and said something even more complimentary to Western Pennsylvania, and that is this: When I went out to Pittsburgh, I realized I was going there to ask a tremendous thing of them. This "Thanksgiving no accident month" campaign in Western Pennsylvania is an institution. And I was going out there to ask them to put on "no accident" drives in March and October, two totally different months. I told George Clarkson that we would need to have him come in in order to do that, and Western Pennsylvania went right along on that program.

Now George Clarkson issued a challenge. There is another man here this morning who wants to issue a challenge. When I went to this man, who represented the Erie Safety Council, I told him of our plan and asked him what the attitude of the Erie Safety Council would be, and he said, "We are with you." And without any more introduction I am going to ask Dana Jones, of Erie, to talk to us briefly. Mr. Jones.

DANA JONES, *Secretary, Manufacturers' Association of Erie, Erie, Pennsylvania*. Mr. Chairman: These safety conferences are a great pleasure for some of us who were instrumental in getting these questions started some years ago. This is the largest we have had. We are more glad to see you here than you are to be here yourselves. A lot of this safety stuff reminds me a great deal of what Mark Twain once said about the weather. There had been a lot of conversation, but nothing much done. This isn't any criticism of any of the previous speakers. Every one of you talked about what his own safety organization is doing. I didn't hear anybody mention the need, however, for his community to have a safety council. All day yesterday our discussion was confined to industrial safety. Some of you gentlemen will remember that two years ago I said the safest place to be in the State of Pennsylvania was in your plants, and that was true. And I want to say today that the most dangerous place for any of us to be is our own homes, and that is true. This is one of the needs of every community, to have a local safety council.

I am glad Clarkson comes from Western Pennsylvania so they won't need to jump me about bragging because he took in all of Western Pennsylvania. It will probably take me more than five minutes, but I do want to show you why your community should do more than it is doing, regardless of how much it is doing. I am not bragging about this either; I am going to show you figures. This is a record for the city of Erie for 1930.

Sixty-eight persons were killed by accidents in the city of Erie, Pennsylvania, in 1930: 37 men; 22 women; 3 boys, and 6 girls.

Old Man Accident renews his challenge for 1931 to every man, woman and child in Erie and everywhere.



Down through the ages this ringing challenge has come. In the past, sporadic and usually futile efforts have been put forth to meet it.

As the years passed the struggle increased until now the challenge is recognized for what it is and the gauge of battle accepted.

Nailed to the masthead is the banner, "Accidents can be prevented." As a matter of safety, efficiency, economy, they must be prevented, nationally, state-wide, locally. The whole country is aroused, enlisted, and engaged in the battle. It is well, but new forces, larger forces must be recruited and enlisted.

Nationally, the National Safety Council is prepared and equipped for the work and active in it. Many states through various branches of the State Government are enrolled in the ranks of the safety army. Pennsylvania, through its Department of Labor and Industry and Highway Department, Education Department, State Police Department, and other departments is one of the leaders in the safety movement by states. It is a gratifying position to occupy. There is much that has been done, much more to do, and it is thought that through a better understanding, many more persons can be interested in doing it. An aroused public safety consciousness is needed.

As to the need everywhere, an accident survey and record of the typical industrial city of Erie, Pennsylvania, a city of 120,000 is exhibited. This covers the year 1930. Accidents are divided roughly into four classifications. 1, Traffic; 2, Home; 3, Business; 4, Manufacturing Industry. Due to the method of reporting and recording, or in some cases the lack of it, it is not possible to give all the details connected with the report of some of the divisions, notably the Home Division.

Sixty-eight persons met death unexpectedly in Erie in 1930. Street accidents took a toll of thirty: 21 men; 6 women; 2 boys, and 1 girl. Eight hundred and fifty-five persons were injured on streets as compared with seven hundred and three for 1929. And uninformed people wonder what makes liability insurance rates increase. It is no wonder.

An analysis of these street accidents reveals some interesting facts, one glaring in its obviousness—most of these accidents could have been prevented. The detailed report follows, as compiled by the head of the Traffic Squad of the City Police Department.

Following is the summary of home fatal accidents for 1930, as prepared by the office of the Health Officer of the city of Erie.

#### ERIE CITY FATAL HOME ACCIDENTS, 1930

Falls in home . . . . .	18
Fall downstairs . . . . .	1
Burns, gasoline explosion . . . . .	1
Burns, open gas stove . . . . .	1

Burns, playing with matches. . . . .	2
Fall from roof, playing, tetanus. . . . .	1
Burns. . . . .	2
Fall in home while carrying milk bottle, cut wrist. . . . .	1
Choked to death, tube in throat became detached. . . . .	1

—  
28

Sixty-eight lives sacrificed to Old Man Accident in one year in a single compact community. Of this number, six were employes of general business concerns. One was charged to the Trading Classification, a coal wagon driver killed when hit by a train; one to a Public Utility Company, lineman fell from pole; one to the miscellaneous classification, laborer in scrap iron yard sustained hernial injury resulting fatally; three to the construction industry; one, a carpenter, killed by being hit by a falling acetylene gas tank; one painter, ladder fell; one roofer fell with platform whose brackets became loose.

#### FATAL GENERAL BUSINESS ACCIDENTS

Trading. . . . .	1
Public Utilities. . . . .	1
Construction. . . . .	3
Miscellaneous. . . . .	1

—  
6

Sixty-eight extreme penalties inflicted upon the community and upon the same number of families. Of this number, only four are chargeable to manufacturing industries. Two of these were minor injuries resulting in infections which proved fatal; one, that of a workman caught under a car of coal while unloading, and the other an electrician killed by coming in contact with a co-worker who had contacted with a high-voltage circuit.

Such is the fatal accident record for one year for the city of Erie, Pennsylvania. It is not a record of which to be proud. The facts of the case are presented for the sole purpose of arousing in the public mind and in the individual mind the desire to do something about it and the will to go ahead and do it.

This record is a challenge to every interest and to every individual. It is a challenge to industry to improve its safety work and education; a challenge to business to make that business safer; a challenge to the school to teach the fundamentals of self-protection from accident; a challenge to the church to foster the moral safety obligations of the individual with regard to himself and his fellow men; a challenge to the home to make that a more safe abode; and above all a challenge to the individual to develop safety sense, safety action, safety consciousness, and safety practice.

It can be done. Accidents can be prevented.

I would like to make a motion, Mr. Chairman, that we go back to our homes and keep reports of the accidents in our communities, and that we return here next year with reports of as many communities as we can in regard to the total number of accidents.

MR. IMMEL: I would be very much disappointed if Dana Jones didn't each year have something new to offer. I think this is a splendid thing. I want to put the motion at this time. I don't know whether you all understood it or not—that you go back home and have prepared full statistics of accidents occurring in your communities, and bring them here to our next annual meeting in order that we may have that friendly comparison of accident records in the municipalities of our state. Those in favor of introducing that idea will signify so by rising.

There is no doubt about your accepting that motion. It is adopted unanimously.

Not in any way as an answer from Philadelphia, but merely to permit us to present a little something of what we are doing for safety advancement in Philadelphia—and we are awfully conscious of the extra burden laid on us in the Department of Labor and Industry down there just now, and are mighty anxious that some organization shall come forth in Philadelphia and actively take up the safety situation—in order to present the picture of what is being done this year in connection with the safety campaign in Philadelphia, I want to ask Jerry Coffey, Supervising Inspector, in Philadelphia, to say something to us.

MR. COFFEY: I wanted to say that I just got a long distance call from my good friend, George Clarkson, stating that he was through bragging. (Laughter.) And George forgets that we have a Bureau of Statistics here that keeps statistics not only for Pittsburgh, but for Philadelphia and Erie, and every place else. And they send out these reports monthly, and all he has to do is look up Bill Maguire, and he will find much to his surprise that Philadelphia was the only district in the state of Pennsylvania last year that was not in the red in any month. I tell you, Gentlemen, these are not my figures, but are from the main office, right here in Harrisburg, and the only fair way to compare accidents is to compare the accidents for your district each month with the accidents of your district for the year before, and that is what Harrisburg is doing. Harrisburg is comparing in Philadelphia the accidents for each month during the year with each month during the preceding year, and they are doing it with Pittsburgh, and in that way Pittsburgh was in the red one month in the past year, and Philadelphia was not in the red one month last year! (Applause.) And we do not, Ladies and Gentlemen, have that wonderful safety organization of the United States Steel, where the safety movement was born before

the Department of Labor and Industry was born—and it was born before the Western Pennsylvania Safety Council.

The United States Steel was the first organization in the United States to take cognizance of the safety movement and of the great possibilities of it. It looked at it from the human standpoint and appropriated a million dollars in 1911 or 1912. I want to tell you the big industries in Western Pennsylvania are so organized, with wonderful safety organizations and wonderful personnel, that it is not necessary for George Clarkson and the Western Pennsylvania Safety Council to go in and tell them how to reduce accidents. (Applause.) They don't need to go in and tell Mr. Sankey, of the National Tube Company, how to reduce accidents, and they don't go into the Carnegie Steel Plant and tell John Oartel how—they know how! I am big enough to tell you that the wonderful work done by the Midvale Steel Company, in winning the National Championship in the "no accident" drive, given by the National Safety Council in 1929, for the best "no accident" record was independent of the Department of Labor and Industry of Pennsylvania. The Philadelphia branch had nothing to do with that. But the Midvale Steel Company, with their rotten record some ten years ago, was big enough to step out when they heard what the Lorain Steel Company was doing. They asked the Lorain to send someone down to tell them how they did it. They sent Dave Thomas. Dave Thomas told them of the simple method in use at Lorain. Midvale copied it, with the result that theirs is one of the safest plants in the United States today. And it is so good that we have exempted it, with the approval of Director Immel, from the regular inspections, feeling that nothing would be gained by sending state inspectors into the Midvale plant, and taking up their time and Mr. Mudd's time. The time of the state inspectors can be used to better advantage in other plants not so fortunate in having good safety organizations.

And the same thing, Gentlemen, is true of the J. G. Brill Company, represented by Mr. Rawle yesterday. We don't go near that plant. We take no credit for it either, because they have a wonderful safety organization and know more about accident prevention than we do. Why should we send inspectors in? And the same goes for the General Electric Company plant in the Philadelphia District. They have just won, in the Philadelphia District, the National Championship for the best record for safety in six months, and in heavy machine shop lines, with an average of some 3,500 people. No credit, again, do we want to take because that was due to the personnel in the General Electric plant.

I could go on talking to you a long time. I want to add that the Western Pennsylvania Safety Council is not only the greatest safety council in Pennsylvania but it is the greatest in the world, in my opinion. We don't have anything but a voluntary organization in Philadelphia. But I want to tell you, in respect to the employers in Philadelphia, we have the greatest body of employ-



ers to be found anywhere. They give the greatest cooperation, and in that way we stand out equal with any district in the state in accident prevention work. I thank you for your kind attention.

MR. JONES: In my remarks referring to the city of Philadelphia, I believe I used the word "contented." I would like to have that stricken out. (Laughter.)

MR. IMMEL: This is some job I have. I would like to see one of these conferences some time that doesn't break up in a fight between Philadelphia and Western Pennsylvania. But it is my fault—I should have known better than to call upon an Irishman to defend the name of the Quaker City.

I am going to cut our time down now to three-minute talks, as the time is getting short. I am going to get into another town that doesn't have a branch safety council, but which does have a supervisor's group, and is doing splendid work for safety in which the Department of Labor and Industry is happy to have a certain share. I want to ask Mr. J. J. McBride, of the Lycoming Manufacturing Company, Williamsport, to come up here and tell us what they are doing.

J. J. McBRIDE, *Lycoming Manufacturing Company, Williamsport, Pennsylvania*. Mr. Chairman: I was a little bit late in getting in, but I appreciate what was said here this morning. I have attended a number of these councils and conferences for a number of years. It seems the western part of Pennsylvania thinks we don't belong to the United States. I appreciate a lot what the western part of Pennsylvania does, and all that the United States does, but when I was in Pittsburgh last year, I said to a fellow that they didn't have room for a conference. And he said, "No, but we have the spirit." And I want to repeat the same thing for the eastern part of Pennsylvania. What we lack in numbers we make up in spirit and loyalty. Give us a chance such as you have in the western part of the state, and we will show you. (Applause.)

We appreciate the value of human life. We work twenty-four hours of every day, and if days were longer, we would work longer. We are just beginning to show the people what the value of human life means.

MR. IMMEL: It is rather odd that the city in which our State-wide Safety Conferences are held had a branch safety council—one of those that died a natural death—and that we haven't been able to revive as we had hoped to, but we do have in Harrisburg industries which are providing splendid safety records, and while we don't have time to hear from more than one of these, I have picked out one to be heard from, an industrial concern that only a couple of years ago had one of the worst safety records which I know anything about in this section of the state, and I am going to call upon Mr. H. B. Liggett, General Superintendent of the Harrisburg Pipe and Pipe Bending Company, to you tell how different the picture is today. Mr. Liggett.

H. B. LIGGETT, *General Superintendent, Harrisburg Pipe and Pipe Bending Company, Harrisburg, Pa.* Ladies and Gentlemen: With that introduction I think I can get down to brass tacks. We heard a good fight here this morning, and we all appreciate a good fight. That is the way we did it over at the Harrisburg Pipe and Pipe Bending Company. We had a good fight. We have had our safety organization, with safety committees and so forth, for years. And we had lots of accidents. So we decided—I am speaking for the official family—that there must be something wrong with us, not the committees. So we decided to get up our sledges and get into the game, fight with them and give them the backing we felt they lacked. We did this. In 1929, and 1930, we had a reduction from 158 accidents in 1929 down to 49 in 1930. The real reason, we feel, for that reduction—and by the way we have only had one accident so far this year with 1,000 men employed—was that the officials of the company got into safety and really worked with the committees. We got down to brass tacks—from the lowest man in the organization to the highest man in the organization, and made them all know that we were not only behind safety, felt safety, and were going to act safety, but that we wouldn't stand for any fooling about safety. That any man who didn't want to come along with us and play safety with us didn't have any place in our organization.

We put over safety in our plant to the extent that we really carried it to the common laborer as well as to all the other employes.

We formed what we call the "Safety Court." In that court I am the judge and the jury. That is, I say myself because I feel that in any plant it should be the operating head of the plant. He should be the head of that court. Before that court, we require that each person suffering an accident, come to us with his superintendent. They must come there with our safety superintendent, and with any other man or men who have anything to say about that accident. That man tells his side of the story, and the safety man gives his side, and we place the blame where it belongs. Now the real secret of that is that we have placed the blame where it belongs. If it is on you, I mean the company, then you must take the blame for it; you must go out and fix up whatever is necessary to be fixed, to prevent another one from coming along. If it is on the man he is pretty frankly told that it is his fault. He is told why it is his fault.

I feel that if the employers, the executives in our industries over the state, get really interested in safety, you will cut down accidents as we have done. Thank you.

THE CHAIRMAN: There are certain industries that we know are hazardous industries. One of these is the Foundry Industry. I have asked, this morning, Mr. H. W. Wheeler, General Manager of the Lebanon Steel Foundry, to say a word to you.

H. W. WHEELER, *General Manager, Lebanon Steel Foundry, Lebanon, Pennsylvania.* Mr. Chairman, Ladies and Gentlemen: The little I will have to say to you is about the foundry, and if there are no foundrymen present, it may fall rather flat.

I am not a safety man in the real sense of the word, nor in the technical sense of the word. I am an operating man, and our job is to make castings. Unfortunately, we are one of those small concerns which seem too small to have a real safety organization. At the same time it is so large that the management has so many duties that it cannot keep in as close touch with the safety work as it would like to. But in the last few years we have been able to reduce our accidents through safety committee work, from a safety rate which was very high, over 200, to about 75 or 80. That may seem very high to a lot of you if you are not familiar with foundries. But when you consider the kind of work in the foundry, handling hot sand, hot metal and hot castings, the year through, it may be that that accident rate is not so bad in comparison, although we are not satisfied with it.

There is one particular point I would like to bring out today. It is the one outstanding thing in the last year which I think has helped our accident prevention more than anything else. We built a new moulding shop equipped with labor-saving devices to handle the moulds, and carry the metal, and it is very well lighted. Our old plant was not up to date, and things were in a more or less topsy turvy condition. The lighting was poor. And a lot of our accidents, I believe, were due to that fact. Our accidents have gone down, as the record shows. Our frequency rate in the old shop was 124. In the new shop which we commenced to operate on the first of July, that rate was 44. And we attribute it to nothing more than, or little more than, the better working conditions, and the better lighting. I felt that message from our experience might be worth while to give to you today. Thank you.

MR. IMMEL: Recently I had a letter from Mr. Sanford, of the General Electric Company, who told me that he had done for the General Electric Company what we did in the Department of Labor and Industry—averaged their accident peaks over a ten-year period. I asked Mr. Sanford to come here and tell us something about them, but he wasn't able to, and he sent Mr. Goodspeed to be here to represent him. He has a message to deliver to you from Erie, so I am going to call on him to take just a couple of minutes to deliver that message in person, and say a word about this accident peak situation of theirs. Mr. Goodspeed.

MR. GOODSPEED, *General Electric Company, Erie, Pennsylvania.* Mr. Chairman and Gentlemen: Speaking about these peaks, our peaks do not happen to coincide exactly with the peaks as worked out by the Department, but we do have peaks just the same, and that is what we want to knock off. And we are trying to do it.



I just want to say a word about what the last speaker said. He said that he didn't think a small organization had time to go into this safety game. I want to take issue with him on that. I want to tell him to go back and break their shop up into small organizations, small unit groups, and have each group responsible for a certain part of the safety work. It can be done that way, effectively. And if that means anything to the rest of you who have small plants, use it; it will work out. Divide your men up into groups, even though small.

And now for this message. Up in Erie, on May 21st, Thursday, we are going to have an all-day regional safety conference. Erie puts on the best regional safety conference in the United States, a one-day program, and I want to invite you to come up to Erie for that program. Thank you.

MR. IMMEL: Ladies and Gentlemen of this Conference: There are a number of other people I had hoped to call upon. There may be a few disappointed because I cannot call upon them. I wish very much I had time to call upon someone from the quarry industry to tell about the magnificent work being done in the Pennsylvania quarry industry for safety; I would like to give John Oartel an opportunity to show you the big poster the Carnegie Steel Company prepared for use in our campaign. And we could hear some inspiring things about what the construction industry proposes to do for safety in Pennsylvania. But time does not permit and we would rather have it that way than to find the meeting lagging—and we certainly didn't lag this morning.

I want to say this with reference to the conference next year. We are not satisfied with the accommodations we have here. They were the best we could get in Harrisburg this time, but next year we shall have available that splendid new auditorium in the Education Building, with amplifiers so that it will be possible to get your voice back against the rear walls.

One more word about our program that I haven't mentioned and must mention. The Department of Labor and Industry has determined to issue "Honor Roll" and "Merit" letters to concerns which, according to our records, deserve them.

Concerns having less lost-time accidents per hundred employes than the average for the state as a whole, will receive "Merit" letters. The average lost-time accident figures for the manufacturing industries in Pennsylvania, in 1930, was 3.5—three and one-half workers injured per hundred employes. If your record was better than that, you are entitled to a "Merit" letter. If your record shows no lost-time accidents, you are entitled to an "Honor Roll" letter.

It has been represented to us that those letters don't carry quite the dignity they should for so important an award—and they don't. Next year we are going to have a formal certificate award, and we hope that everyone of you here may win one of those certificates. And if you don't, certainly the failure to win one is going to be an inspiration to try and win one the next year.



I am now going to turn this meeting over to the general chairman for dismissal. I can say to you that the Bureau of Inspection of the Pennsylvania Department of Labor and Industry sends you forth with its best wishes for success for the promotion of industrial safety throughout the year, and with the feeling and assurance that you are going to be back of us one hundred per cent in our campaign.

THE CHAIRMAN: Ladies and Gentlemen: Although our speakers as outlined on the program disappointed us, I think we did get to first base. It is 12:00 o'clock, and we want to adjourn on time. The committee in charge want to thank you for your presence and the interest taken, and the Conference will now stand adjourned.

## Persons Attending Conference

### A.

Adam, David, Lawrence Cement Co., Northampton, Pa.  
 Agnew, Cyrus F., Jump House Wrecking Co., 43rd & Woodland Ave., Philadelphia, Pa.  
 Ahrens, John, Associated Gas and Electric Co., Johnstown, Pa.  
 Allan, John, Collins & Aikman Corp., 51st & Columbia Ave., Philadelphia, Pa.  
 Allen, Calvin R., Dept. Labor and Industry, Washington, Pa.  
 Allen, W. T., 832 North Gratz Street, Philadelphia, Pa.  
 Allison, H. O., Pittsburgh Railways Co., Pittsburgh, Pa.  
 Arnold, J. S., Dept. Labor and Industry, Harrisburg, Pa.  
 Arnold, W. B., Frick Co., Waynesboro, Pa.  
 Austin, Frank S., 154 Maple Ave., Corry, Pa.

### B.

Babcock, Frank H., Pittsburgh and Lake Erie Railroad, Pittsburgh, Pa.  
 Baird, B. D. F., The J. G. Brill Co., Philadelphia, Pa.  
 Baker, E. M., Vulcan Detinning Co., Pittsburgh, Pa.  
 Baker, William H., John E. Baker Co., York, Pa.  
 Bankert, H. E., Central Iron & Steel Co., Harrisburg, Pa.  
 Barry, J. F., Dept. Labor and Industry, Harrisburg, Pa.  
 Barry, M. J., Harrisburg Gas Co., Harrisburg, Pa.  
 Bartou, Jas. R., International Motor Co., Allentown, Pa.  
 Bates, William W., William Suchard Chocolate Co., Philadelphia, Pa.  
 Beal, William H., Prudential Insurance Co., Newark, N. J.  
 Beals, J. W., Dept. Labor and Industry, Johnstown, Pa.  
 Bear, John H., Greenville Steel Car Co., Greenville, Pa.  
 Bell, Marlin, Philadelphia Textile Manufacturers' Assn., Philadelphia, Pa.  
 Belz, J. R., Snepard and Myers, Inc., Hanover, Pa.  
 Benner, C. P., Lehigh Portland Cement Co., Allentown, Pa.  
 Benner, J. W., Carnegie Steel Co., Munhall, Pa.  
 Berry, F. A., Ocean Accident & Guarantee Corp., New York City, N. Y.  
 Berthold, D. J., Dept. Labor and Industry, Pittsburgh, Pa.  
 Bertollette, N. B., Harrisburg Gas Co., Harrisburg, Pa.  
 Beyer, R. A., Central Tube Co., Pittsburgh, Pa.  
 Billheimer, Geo., Reading Railroad Co., Harrisburg, Pa.  
 Bishop, C. W., Lycoming Mfg. Co., Williamsport, Pa.  
 Black, Charles C., Dept. Labor and Industry, Philadelphia, Pa.  
 Black, John T., M. D., Aetna Life Insurance Co., Pittsburgh, Pa.  
 Blaine, A. C., The Travelers Insurance Co., 815 Mechanics Trust Bldg., Hbg., Pa.  
 Blair, T. L., National Transit Co., Oil City, Pa.  
 Blank, Earl F., Jones & Laughlin Steel Corp., Pittsburgh, Pa.  
 Blouch, John, Reading Co., Annville, Pa.  
 Book, Blaine M., Dept. Labor and Industry, Harrisburg, Pa.  
 Borst, F. C., Dept. Labor and Industry, Meadville, Pa.  
 Bower, J. W., Dept. Labor and Industry, Williamsport, Pa.  
 Bowker, L. J., Mine Safety Appliance Co., Philadelphia, Pa.  
 Boyd, S. D., American Chain Co., Inc., York, Pa.  
 Boyle, D. L., Pennsylvania Electric Co., Johnstown, Pa.  
 Boyle, Thomas J., Dept. Labor and Industry, Philadelphia, Pa.  
 Brand, Jos. G., Reading Co., Lebanon, Pa.  
 Bricker, Dr. E. B., Dept. Labor and Industry, Harrisburg, Pa.  
 Bricker, Howard E., M. D., P. R. T. Co., Philadelphia, Pa.  
 Brimijoir, Wm. S., Hercules Powder Co., Emporium, Pa.  
 Brinkman, I. A., Mackintosh Hemphill Co., Pittsburgh, Pa.  
 Brinser, Irwin, J. E. Baker Co., York, Pa.  
 Brisbin, Geo. W., Columbia Natural Gas Co., Pittsburgh, Pa.  
 Bryant, Chas., Dilland Collins Co., Philadelphia, Pa.  
 Buckingham, C. S., Dept. Labor and Industry, Lancaster, Pa.  
 Burke, J. T., Westinghouse Mfg. Co., East Pittsburgh, Pa.  
 Burke, Thomas J., Dept. Labor and Industry, Philadelphia, Pa.  
 Burns, Thos. H., Pa. State Council of Carpenters, 5138 Westminster Ave., Philadelphia, Pa.  
 Butler, J. H., Bethlehem Steel Co., Steelton, Pa.  
 Byers, E., Fort Pitt Bridge Works, Pittsburgh, Pa.  
 Byers, W. C., Pennsylvania Manufacturers' Assn., Philadelphia, Pa.

## C.

Caler, C. H., Dept. Labor and Industry, Pittsburgh, Pa.  
 Campbell, Jack, Union Switch and Signal Co., Swissvale, Pa.  
 Campbell, John, Dept. Labor and Industry, Harrisburg, Pa.  
 Campbell, Mrs. John, Camp Hill, Pa.  
 Campbell, T., Bell Telephone Co., Pittsburgh, Pa.  
 Cardwell, R. R., Dept. Labor and Industry, Scranton, Pa.  
 Carey, C. M., Dept. Labor and Industry, Kane, Pa.  
 Carling, R. P., Dept. Labor and Industry, Hazleton, Pa.  
 Carter, F. C., Central Iron and Steel Co., Harrisburg, Pa.  
 Caruthers, C. B., Lukens Steel Co., Coatesville, Pa.  
 Chenowith, Arthur T., Central Iron and Steel Co., Harrisburg, Pa.  
 Christener, A. H., Brewster Ideal Chocolate Co., Lititz, Pa.  
 Clark, F., Guardian Casualty Co., Washington, D. C.  
 Clark, F. F., Merchants Mutual Casualty Co., Buffalo, New York.  
 Clarkson, G. E., Western Pennsylvania Safety Council, Pittsburgh, Pa.  
 Coasdale, J. T., Williams & Company, Inc., Pittsburgh, Pa.  
 Cobb, F. H., William Sellers & Company, Inc., Philadelphia, Pa.  
 Coffey, J. J., Dept. Labor and Industry, Philadelphia, Pa.  
 Cogley, E. R., Columbia Natural Gas Co., Pittsburgh, Pa.  
 Colestork, H. B., General Accident Insurance Co., Philadelphia, Pa.  
 Colton, David W., Susquebanna Silk Mills, Jersey Shore, Pa.  
 Conner, J. F., Philadelphia Gas Works Co., Philadelphia, Pa.  
 Conwin, L. F., Corning Glass Works, Wellsboro, Pa.  
 Cook, Chester, Pennsylvania Water and Power Co., Holtwood, Pa.  
 Cook, H. C., Pennsylvania Railroad Co., Duncannon, Pa.  
 Cotton, Geo. M., Dept. Labor and Industry, Philadelphia, Pa.  
 Couch, H. C., Morgan Paper Co., Lititz, Pa.  
 Craemer, W., Sun Shipbuilding Co., Chester, Pa.  
 Crawford, H., Metropolitan Edison Co., Middletown, Pa.  
 Crytzer, W. W., Dept. Labor and Industry, Pittsburgh, Pa.  
 Culliney, J. E., Bethlehem Steel Corp., Bethlehem, Pa.  
 Cutten, L. H., International Motor Co., Allentown, Pa.

## D.

Daniels, R. R., E. T. Cabinet Co., Plymouth Meeting, Pa.  
 Danner, H. H., Pennsylvania Light and Power Co., Harrisburg, Pa.  
 Darr, H. W., Bethlehem Steel Co., Johnstown, Pa.  
 Davidson, H., Patent Scaffolding Co., Philadelphia, Pa.  
 Davis, H. M., Dept. Labor and Industry, Allentown, Pa.  
 Davis, Lewis W., Industrial Products Co., 3729 Old York Road, Philadelphia, Pa.  
 Davis, Roy E., The Babcock and Wilcox Tube Co., Beaver Falls, Pa.  
 Davis, T. H., Shop Crafts Pennsylvania R. R., 3206 Chestnut St., Philadelphia, Pa.  
 Day, Harry D., Dept. Labor and Industry, Carlisle, Pa.  
 Desmond, Miss Margaret, Dept. Labor and Industry, Philadelphia, Pa.  
 Detweiler, Meade D. Jr., Dept. Labor and Industry, Harrisburg, Pa.  
 Devine, Jos. C., Philadelphia Coke Co., Philadelphia, Pa.  
 DeVoney, Benj. T., Scott Paper Co., Chester, Pa.  
 DeVoney, Mrs. Isabella, Scott Paper Co., Chester, Pa.  
 Dickerson, W. E., The Borden Company of Pennsylvania, Wellsboro, Pa.  
 Diehl, John G., Reading Co., Philadelphia, Pa.  
 Diehm, Frank L., Dept. Labor and Industry, Manheim, Pa.  
 Dinsmore, Ralph, Warner Co., Philadelphia, Pa.  
 Donley, Elliott D., Dept. Labor and Industry, Pittsburgh, Pa.  
 Donoghue, Charles A., Jr., Dept. Labor and Industry, Philadelphia, Pa.  
 Donohue, R. P., Reading Co., Hummelstown, Pa.  
 Doran, John H., Hadelock Mining Co., Wilkes-Barre, Pa.  
 Doyle, Charles J., Dept. Labor and Industry, Philadelphia, Pa.  
 Drozeski, J. R., Dept. Labor and Industry, Erie, Pa.  
 Dunbar, Charles L., 514 South Washington Street, Butler, Pa.  
 Dyer, G. G., Pennsylvania Manufacturers' Assn., Pittsburgh, Pa.

## E.

Eberly, Ralph L., Dept. Labor and Industry, Lancaster, Pa.  
 Edwards, George, Dept. Labor and Industry, Harrisburg, Pa.  
 Eisenhart, Lester, C. K. Eagle & Company, Inc., Shamokin, Pa.  
 Emmitt, Fred, 634 North Rebecca Avenue, Scranton, Pa.  
 Engell, H. M., Pennsylvania Manufacturers' Assn., Philadelphia, Pa.  
 Esheman, Russell G., Glen Gery Brick Co., Reading, Pa.

## F.

Fackler, Floyd E., Swift & Company, Harrisburg, Pa.  
 Fair, John S. Jr., Altoona Works, P. R. R., Altoona, Pa.  
 Farcht, Helen E., Dept. Labor and Industry, Harrisburg, Pa.  
 Feehan, Francis, U. S. Bureau of Mines, Pittsburgh, Pa.  
 Fenlon, P. G., Carnegie Steel Co., Duquesne, Pa.  
 Ferry, Ralph M., The United States Aluminum Co., New Kensington, Pa.  
 Figlock, Stanley J., Dept. Labor and Industry, Hudson, Pa.  
 Filbey, William, Central Iron and Steel Co., Harrisburg, Pa.  
 Fisher, George W., Huntingdon, Pa.  
 Fisher, W. G., Dept. Labor and Industry, Harrisburg, Pa.  
 Fitch, Frank J., 266 W. Duncannon Avenue, Philadelphia, Pa.  
 Flad, W. R., Dept. Labor and Industry, Hazleton, Pa.  
 Fleming, Mrs. Augusta B., 202 West 8th St., Erie, Pa.  
 Ford, H. E., Cramp-Morris, Inc., Philadelphia, Pa.  
 Forgeng, John J., Dept. Labor and Industry, Scranton, Pa.  
 Fortuin, R. B., Penn Dixie Cement Co., Nazareth, Pa.  
 Fowler, James M., 419 Walnut St., Latrobe, Pa.  
 France, T. J., Union Switch and Signal Co., Swissvale, Pa.  
 Francis, C. D., Independent Bridge Co., Neville Island, Pa.  
 Frank, George V., Dept. Labor and Industry, Johnstown, Pa.  
 Frederick, H. E., Reading Co., Pottstown, Pa.  
 Frederick, M. P., Dept. Labor and Industry, Harrisburg, Pa.  
 Freeman, C. E., Metropolitan Edison Co., York Haven, Pa.  
 Fry, D. M., Bethlehem Steel Co., Lebanon, Pa.  
 Fry, L. D., Pennzoil Co., Oil City, Pa.  
 Funk, J. Clarence, Dept. of Health, Harrisburg, Pa.

## G.

Gampher, Joseph K., Palmyra, Pa.  
 Gelner, W. E., Universal Atlas Cement Co., Catasauqua, Pa.  
 Gerhart, Fred C., Penn Central Light and Power Co., Altoona, Pa.  
 German, Jacob W., Reading Co., Lebanon, Pa.  
 Getusky, Geo. F., Dept. Labor and Industry, Shenandoah, Pa.  
 Giddings, C. L., Dept. Labor and Industry, Waterford, Pa.  
 Gilchrist, C. E., Dept. Labor and Industry, Scottsdale, Pa.  
 Gingrich, Ed. C., Dept. Labor and Industry, Waynesboro, Pa.  
 Gipl, H. C., Evangelical Press, Harrisburg, Pa.  
 Glassey, P. C., Dept. Labor and Industry, Philadelphia, Pa.  
 Gleason, Walter A., Hammermill Paper Company, Erie, Pa.  
 Glizzoni, John, Box 494, Homer City, Pa.  
 Godwin, Roy M., Philadelphia Electric Co., Philadelphia, Pa.  
 Goodspeed, M. C., General Electric Co., Erie, Pa.  
 Gorand, A. J., Sun Oil Co., Marcus Hook, Pa.  
 Gorman, H., E. J. Lavino & Co., Plymouth Meeting, Pa.  
 Gorsuch, I. P., Dept. Labor and Industry, Johnstown, Pa.  
 Gottshall, Harry, Reading Co., Camp Hill, Pa.  
 Gould, N. F., Indemnity Insurance Company of North America, Philadelphia, Pa.  
 Gould, T. J., Dept. Labor and Industry, Harrisburg, Pa.  
 Grace, James E., 6908 Market St., Upper Darby, Pa.  
 Graff, F. M., Erie Railroad Co., Meadville, Pa.  
 Gramley, William E., Dept. Labor and Industry, Lock Haven, Pa.  
 Granger, L. M., Erie Railroad, Cornell, N. Y.  
 Gray, A. R., The Peoples Natural Gas Co., Pittsburgh, Pa.  
 Green, Hervert, State Council of Carpenters, Ardmore, Pa.  
 Green, John E., N. Snellenburg & Company, Philadelphia, Pa.  
 Greenhalgh, Edward, Dept. Labor and Industry, Philadelphia, Pa.  
 Gribben, Ira, American Steel & Wire Co., Pittsburgh, Pa.  
 Griffen, Donald W., Lock Haven Chair Corp., Lock Haven, Pa.  
 Griffith, H. J., Jones & Laughlin Steel Corp., Pittsburgh, Pa.  
 Guinivan, Ora Harnish, Dept. Labor and Industry, Harrisburg, Pa.

## H.

Haas, Frank, Dept. Labor and Industry, Williamsport, Pa.  
 Hackett, Robert W., Dept. Labor and Industry, Upper Darby, Pa.  
 Hall, W. W., Midland, Pa.  
 Hanko, Charles W., Pittsburgh Steel Co., Pittsburgh, Pa.  
 Hanson, W. R., Shipper's Car Line Corp., Milton, Pa.



Harris, Elmer F., Mesta Machine Co., Pittsburgh, Pa.  
 Harrison, Morris, Hammermill Paper Co., Erie, Pa.  
 Hart, Harry, Lavino Refractories Co., Philadelphia, Pa.  
 Harvey, H. T., Penn Argyl, Pa.  
 Hassinger, C. C., E. J. Lavino & Company, Plymouth Meeting, Pa.  
 Hastings, Lorne E., M. D., J. G. Brill Co., Philadelphia, Pa.  
 Hazlett, Glenn, Railway Steel Spring Co., Latrobe, Pa.  
 Hearn, T. J., Harrisburg Gas Co., Harrisburg, Pa.  
 Heckert, Ralph, Milton Mfg. Co., Milton, Pa.  
 Hedding, N. A., Pennsylvania State College, State College, Pa.  
 Heimperly, M. J., Reading Co., Richland, Pa.  
 Heinrich, H. W., Travelers Ins. Co., Hartford, Conn.  
 Hersel, Jacob, Zurich Insurance Co., Pittsburgh, Pa.  
 Heyward, John B., General Accident Co., Pittsburgh, Pa.  
 Hill, A. J. Jr., West Penn Power Co., Pittsburgh, Pa.  
 Hill, Albert R., Standard Steel Car Corp., Butler, Pa.  
 Hinckle, R. I., Pennsylvania Mfrs. Assn., Philadelphia, Pa.  
 Hock, Harold J., Dept. Labor and Industry, Bethlehem, Pa.  
 Hoffman, Ed., Dept. Labor and Industry, McKeesport, Pa.  
 Hohl, John M., Birdsboro Steel Foundry & Machine Co., Birdsboro, Pa.  
 Holland, Charles M., Columbia Casualty Co., Philadelphia, Pa.  
 Holleran, Thos. F., 395 Chestnut St., Kingston, Pa.  
 Hollerbach, John, Shipper's Car Line Corp., Milton, Pa.  
 Homan, S. W., Dept. Labor and Industry, Harrisburg, Pa.  
 Hoover, Herbert W., Maryland Casualty Co., Pittsburgh, Pa.  
 Hopkins, B. T., The United States Aluminum Co., New Kensington, Pa.  
 Horner, W. H., Dept. Labor and Industry, Harrisburg, Pa.  
 Houdeshel, James W., Pennsylvania Mfrs. Assn., Philadelphia, Pa.  
 Houser, William, Penn Dixie Cement Co., Bath, Pa.  
 Hoverter, John P., Dept. Labor and Industry, Philadelphia, Pa.  
 Huckestein, A. P., Dept. Labor and Industry, Pittsburgh, Pa.  
 Humperly, Mahlon, Reading Co., Richland, Pa.  
 Hunter, J. F., Carnegie Steel Co., Pittsburgh, Pa.  
 Hutchinson, G. E., Utilities Insurance Co., New York City, N. Y.  
 Hutchinson, Mahlon, Philadelphia Rapid Transit Co., Philadelphia, Pa.

## I.

Immel, Harry D., Dept. Labor and Industry, Harrisburg, Pa.  
 Irons, A. E., Dept. Labor and Industry, Sharon, Pa.  
 Ivery, C. W., Dept. Labor and Industry, Philadelphia, Pa.

## J.

Jackson, A. D., Aetna Life Insurance Co., New York City, N. Y.  
 Jacobsen, H., Grasselli Chemical Co., Philadelphia, Pa.  
 James, R. L., The Harrisburg Gas Co., Harrisburg, Pa.  
 Jarrard, W. E., American Car and Foundry Co., Berwick, Pa.  
 Jeffries, W. W., Bethlehem Steel Co., Steelton, Pa.  
 Jenkins, Harry, Glass Bottle Blowers Assn., Philadelphia, Pa.  
 Johnson, B. R., Pennsylvania Mfrs. Assn., Harrisburg, Pa.  
 Johnson, H. L., Dept. Labor and Industry, Laceyville, Pa.  
 Johnson, J. A., McClintic Marshall Co., Pottstown, Pa.  
 Johnston, L. R., Pennsylvania Compensating Rating Bureau, Philadelphia, Pa.  
 Jones, Albert L., Pennsylvania Mfrs. Assn., Wilkes-Barre, Pa.  
 Jones, Dana, Manufacturers' Association of Erie, Erie, Pa.

## K.

Kable, Edgar, The York Water Co., York, Pa.  
 Karhan, Albert, Dept. Labor and Industry, Williamsport, Pa.  
 Kauffuss, J. E., Dept. Civic Engineering, Pa. State College, State College, Pa.  
 Keeley, J. F., Charles Lennig & Company, Inc., Philadelphia, Pa.  
 Keener, James P., 437 Manor Street, Lancaster, Pa.  
 Kelby, H. T., Bethlehem Steel Co., Johnstown, Pa.  
 Keller, A. D., New York Pennsylvania Co., Lock Haven, Pa.  
 Keller, Edward L., The Pennsylvania State College, State College, Pa.  
 Keller, J. O., Professor, The Pennsylvania State College, State College, Pa.  
 Kelly, W. C., Philadelphia Chamber of Commerce, Philadelphia, Pa.  
 Kelsey, B. F. Jr., Central Iron and Steel Co., Harrisburg, Pa.  
 Kepner, Ira V., Pennsylvania Salt Mfg. Co., Philadelphia, Pa.  
 Kidder, C. H., Y. M. C. A., York, Pa.

Kinsey, P. A., Metropolitan Edison Co, Boyertown, Pa.  
 Klein, A. H., Willson Products, Inc., Reading, Pa.  
 Kline, A. T., Spang Chalfant & Co., Inc., Pittsburgh, Pa.  
 Knapp, Walter, DeWalt Products Corp., Lancaster, Pa.  
 Knorr, R., Erie Railroad Co., Dunmore, Pa.  
 Knupp, J. A., Waynesboro Mfrs. Assn., Waynesboro, Pa.  
 Kolbye, A. C., Maryland Casualty Co., Philadelphia, Pa.  
 Kopp, Christopher, Dept. Labor and Industry, Pittsburgh, Pa.

## L.

Lackey, A. M., United Engineers & Constructors, Inc., Philadelphia, Pa.  
 Lanahan, Frank J., Fort Pitt Malleable Iron Co., Pittsburgh, Pa.  
 Laros, J. A., R. K. Laros Silk Co., Bethlehem, Pa.  
 Larry, R. E., Pittsburgh Limestone Co., New Castle, Pa.  
 Leamer, William G. Jr., M. D., Curtis Publishing Co., Philadelphia, Pa.  
 Leas, Charles, Reading Co., Harrisburg, Pa.  
 Leavett, H. L., Liberty Mutual Insurance Co., Pittsburgh, Pa.  
 Lees, J. B., Dept. Labor and Industry, Allentown, Pa.  
 Lehmann, C. H., Pennsylvania Mfrs. Assn., Wilkensburg, Pa.  
 Lelter, P. S., Philadelphia & Reading Co., Harrisburg, Pa.  
 Leutz, William Otis, Whitehall Cement Co., Cynwyd, Pa.  
 Levan, Martin R., Reading Co., Lebanon, Pa.  
 Lewis, J. M., Mine Safety Appliances Co., Pittsburgh, Pa.  
 Liggett, H. B., Harrisburg Pipe & Pipe Bending Co., Harrisburg, Pa.  
 Lindberg, C. H., Conewango Refining Co., Warren, Pa.  
 Linderman, A. Lyle, Neely Nut and Bolt Co., Pittsburgh, Pa.  
 Lindermuth, E. L., The Wilkes-Barre Rug Corp., Wilkes-Barre, Pa.  
 Lippert, John D., Central Iron and Steel Co., Harrisburg, Pa.  
 Lippincott, H. M., Dept. Labor and Industry, Philadelphia, Pa.  
 Logan, A. E., American Sheet & Tin Plate Co., Pittsburgh, Pa.  
 Long, C. B., York Corrugating Co., York, Pa.  
 Luckenbill, G. R., 434 Johnson Street, Reading, Pa.  
 Luellen, Otto, Dept. Labor and Industry, Pittsburgh, Pa.  
 Lynch, C. P., Dept. Labor and Industry, Allentown, Pa.

## M.

MacAdams, Richard W., Ocean Accident & Guarantee Corp. Ltd., Philadelphia, Pa.  
 MacHose, N. B., Bethlehem Steel Co., Bethlehem, Pa.  
 MacNamara, E. J., Dept. of Health, Harrisburg, Pa.  
 Maguire, William J., Dept. Labor and Industry, Harrisburg, Pa.  
 Maloney, J. J., Dept. Labor and Industry, Pittsburgh, Pa.  
 Marshall, E. T., Associated Gas & Electric Co., Johnstown, Pa.  
 Martin, C. W., Landis Machine Co., Waynesboro, Pa.  
 Martz, J. W., Sunbury, Pa.  
 Masley, M. G., Dept. Labor and Industry, Pittsburgh, Pa.  
 Mason, W. D., Sun Oil Co., Marcus Hook, Pa.  
 Mates, John J., United Mine Workers of America, Williamstown, Pa.  
 Mathews, H. W., Aetna Life Insurance Co., Philadelphia, Pa.  
 Mattern, Raymond, Reading Co., Reading, Pa.  
 Maxwell, W. D., Associated Pennsylvania Constructors, Harrisburg, Pa.  
 McBride, John M., Lycoming Manufacturing Co., Williamsport, Pa.  
 McCampbell, David T., Pennsylvania Manufacturers' Assn., Philadelphia, Pa.  
 McCann, Charles P., The Eddystone Mfg. Co., Eddystoue, Pa.  
 McCauley, Clyde S., Central Iron and Steel Co., Harrisburg, Pa.  
 McCleaf, Roy D., U. S. Chain & Forging Co., York, Pa.  
 McFee, George A., Dept. Labor and Industry, Williamsport, Pa.  
 McGaith, P. J., 1901 Fifth Avenue, Pittsburgh, Pa.  
 McKeague, James H., The Koppers Construction Co., Pittsburgh, Pa.  
 McMahan, P. R., Superior Steel Corp., Pittsburgh, Pa.  
 Mead, W. L., The Pennzoil Co., Oil City, Pa.  
 Merrill, W. W., American Bridge Company, Pittsburgh, Pa.  
 Mers, M. J., Oil City Labor Council, Oil City, Pa.  
 Meyer, S. Paul, 400 N. 3rd St., Harrisburg, Pa.  
 Mick, H. E., Coplay Cement Mfg. Company, Coplay, Pa.  
 Middleton, Mrs. E. V., Dept. Labor and Industry, Harrisburg, Pa.  
 Miley, Charles T., The Carpenter Steel Company, Reading, Pa.  
 Miller, Irving, Metropolitan Edison Company, Reading, Pa.  
 Miller, J. Clarence, Carnegie Steel Company, New Castle, Pa.  
 Miller, J. H., William Wharton, Jr., & Company, Easton, Pa.  
 Moffatt, Glenn W., Dept. Labor and Industry, Harrisburg, Pa.

Meldrup, C. E., Lawson Monotype Machine Company, Philadelphia, Pa.  
 Morrissey, Geo. A., 1958 Bellevue Road, Harrisburg, Pa.  
 Mountford, W. P., Pennsylvania Railroad Company, Philadelphia, Pa.  
 Mowery, H. W., Abrasive Metals Co., 50 Church Street, New York City.  
 Moyer, J. A., Keystone Aircraft Corp., Bristol, Pa.  
 Mudd, John P., The Midvale Co., Nicetown, Philadelphia, Pa.  
 Mumma, Geo. W., Central Iron and Steel Co., Harrisburg, Pa.  
 Mundorff, William, John E. Baker Co., York, Pa.  
 Murphy, Mrs. C. Lawson, R. N., James Lees & Sons Co., 1100 W. Airy St., Norris-town, Pa.  
 Murray, Anna E., Dept. Labor and Industry, Harrisburg, Pa.  
 Myers, J. Howard, The Atlantic Refining Co., 3144 Passayunk Ave., Phila., Pa.

## N.

Nagle, J. J., Pennsylvania Manufacturers' Assn., Finance Bldg., Philadelphia, Pa.  
 Nagle, Wm. F., Coplay Cement Mfg. Co., Coplay, Pa.  
 Newbold, Charles E., York Ice Machinery Corp., York, Pa.  
 Newhard, C. D., Penn Dixie Cement Corp., Nazareth, Pa.  
 Newman, H. J., Eberle Tanning Co., Westfield, Pa.  
 Nolen, M. E., McClintic Marshall Corp., Braddock, Pa.  
 Northrup, Dr. A. M., Secretary, Dept. Labor and Industry, Harrisburg, Pa.  
 Norton, James, Dept. Labor and Industry, Pittsburgh, Pa.  
 Nugent, E. J., Morgan Paper Co., Lititz, Pa.

## O.

Oartel, John A., Carnegie Steel Co., Pittsburgh, Pa.  
 Oblinger, Clinton, Dept. Labor and Industry, Philadelphia, Pa.  
 O'Neill, Frank, Dept. Labor and Industry, Philadelphia, Pa.  
 O'Neill, H. M., Reading Co., Harrisburg, Pa.  
 Orth, G. A., American Car and Foundry Co., 30 Church Street, New York City.  
 Owens, Charles B., Dept. Labor and Industry, Philadelphia, Pa.

## P.

Palmer, A. F., West Virginia Pulp and Paper Co., Tyrone, Pa.  
 Parker, T. B., Pennsylvania Mfrs. Assn., Philadelphia, Pa.  
 Pennock, R. M., Pennsylvania Mfrs. Assn., Philadelphia, Pa.  
 Perduski, Leio, Conlon Coal Co., Hudson, Pa.  
 Perry, A. C., Peoples Natural Gas Co., Pittsburgh, Pa.  
 Phillips, C. A. F., Penn Hardware Co., Reading, Pa.  
 Phillips, John A., Pennsylvania Federation of Labor, Harrisburg, Pa.  
 Pitman, William, Commercial Casualty Co., Philadelphia, Pa.  
 Potteiger, H. E., Glen Gery Shale Brick Co., Harrisburg, Pa.  
 Powers, Allen, McCloskey & Company, Philadelphia, Pa.  
 Pratt, Joseph T., Reading Co., Reading, Pa.  
 Price, G. H., Reading Co., Lebanon, Pa.  
 Prichard, Russell, Bangor, Pa.

## Q.

Quigley, Thos. J., Dept. Labor and Industry, Harrisburg, Pa.  
 Quillen, O. P., Dept. Labor and Industry, Meadville, Pa.  
 Quinn, Thomas, Dept. Labor and Industry, Pittsburgh, Pa.

## R.

Ralston, C. E., Pittsburgh Plate Glass Co., 2127 Grant Bldg., Pittsburgh, Pa.  
 Ramage, E. C., Carnegie Steel Co., Braddock, Pa.  
 Ramsey, N. L., Jos. Reid Gas Engine Co., Oil City, Pa.  
 Randall, H. C., Tasty Baking Co., Philadelphia, Pa.  
 Raub, Emilie I., Dill and Collins Co., Philadelphia, Pa.  
 Rael, A. E., Dept. Labor and Industry, Williamsport, Pa.  
 Reagle, Arling, Sterling Silk Glove Co., Bangor, Pa.  
 Redfield, V. A., Oil City Safety Council, Oil City, Pa.  
 Redmond, Robert E., 426 N. 2nd St., Wormleysburg, Pa.



Reed, D. A., H. R. Mallinson & Co., Erie, Pa.  
 Reimensnyder, Effie, Dept. Labor and Industry, Harrisburg, Pa.  
 Reninger, Lt. Col. H. A., Lehigh Portland Cement Co., Allentown, Pa.  
 Reynolds, J. H., Fidelity and Casualty Co., New York City.  
 Rhoads, E. L., Autocar Co., Ardmore, Pa.  
 Rhoads, William S., 712 Capital Street, Harrisburg, Pa.  
 Rice, Jere L., Reading Co., Reading, Pa.  
 Rice, Lawrence R., Nazareth Cement Co., Nazareth, Pa.  
 Riegel, N. L., New Amsterdam Casualty Co., Baltimore, Md.  
 Rife, E. J., Dept. Labor and Industry, Harrisburg, Pa.  
 Riskin, Ellis, Dept. Labor and Industry, Scranton, Pa.  
 Ritter, Wilson W., Dept. Labor and Industry, Harrisburg, Pa.  
 Robert, W. H., Royal Indemnity Co., Philadelphia, Pa.  
 Roberts, A. H., P. R. R. Y. M. C. A., Aspinwall, Pa.  
 Robinson, John K., Bethlehem Steel Co., Bethlehem, Pa.  
 Roeller, B. Frank, Dept. Labor and Industry, Philadelphia, Pa.  
 Rogers, Gus A., Pennsylvania Mfrs. Assn., Philadelphia, Pa.  
 Rohrer, H. H., Dept. Labor and Industry, Harrisburg, Pa.  
 Roney, Mrs. Edna M., Dept. Labor and Industry, Philadelphia, Pa.  
 Ross, Robert F., Dept. Labor and Industry, Harrisburg, Pa.  
 Rotan, J. B., General Accident Insurance Co., Philadelphia, Pa.  
 Rowan, H. A., The John T. Dyer Quarry Co., Birdsboro, Pa.  
 Royce, Harry A., Employers Liability Assurance Corp., Philadelphia, Pa.  
 Runyon, W. M., Crouse-Hinds Co., Steelton, Pa.  
 Russell, Raymond, McClintic Marshall Company, Pottstown, Pa.  
 Rutter, Mont., The Rutter & Lechler Co., Christiana, Pa.  
 Rutter, W. H., Richland, Pa.  
 Ryan, Thos. G., Dept. Labor and Industry, Williamsport, Pa.

## S.

Sage, Joseph R., Pennsylvania Railroad Co., Philadelphia, Pa.  
 Sanders, Irean, R. N., General Cigar Co., Harrisburg, Pa.  
 Sankey, C. E., National Tube Co., Pittsburgh, Pa.  
 Saville, Thos. H., Dept. Labor and Industry, Scranton, Pa.  
 Schouewolf, John, Central Iron and Steel Co., Steelton, Pa.  
 Sechrist, A. J., J. E. Baker Co., Billmyer, Pa.  
 Seeton, Charles E., Manufacturers' Association, Norristown, Pa.  
 Senft, Charles M., Globe Indemnity Co., Newark, N. J.  
 Shafer, J. S., Union Railroad Co., Wilkesburg, Pa.  
 Shallcross, S. M., American Lime and Stone Co., Bellefonte, Pa.  
 Shalter, James E., Metropolitan Edison Co., Reading, Pa.  
 Shannon, David E., Fort Pitt Malleable Iron Co., Pittsburgh, Pa.  
 Shaw, Walter B., Dept. Labor and Industry, North East, Pa.  
 Shearer, W. A., Philadelphia Textile Mfrs. Assn., Philadelphia, Pa.  
 Sheasley, A. W., Pennsylvania Mfrs. Assn., Ridgway, Pa.  
 Sherwin, Eugene G., Harrisburg Pipe and Pipe Bending Co., Harrisburg, Pa.  
 Sherwood, William, Warner Co., Philadelphia, Pa.  
 Shettel, Albert, Dept. Labor and Industry, York, Pa.  
 Shields, J. A., Dept. Labor and Industry, Harrisburg, Pa.  
 Shipman, E. Fred, Industrial Products Co., Philadelphia, Pa.  
 Shugert, Francis E., Ajax Hosiery Mills, Phoenixville, Pa.  
 Shull, George S., Safety First Supply Co., Pittsburgh, Pa.  
 Shultz, W., Paul & Beekman Mfg. Co., Philadelphia, Pa.  
 Shupp, John E., Dept. Labor and Industry, Harrisburg, Pa.  
 Sinclair, B. R., Gulf Refining Co., Yeadon, Pa.  
 Singer, G. P., Reading Steel Casting Co., Reading, Pa.  
 Sipe, Mervin B., John E. Baker Co., York, Pa.  
 Skinner, M. O., Dept. Labor and Industry, DuBois, Pa.  
 Slater, E. B., Lumberman's Mutual Co., Philadelphia, Pa.  
 Slocum, R. L., Universal Atlas Cement Co., Universal, Pa.  
 Small, S. R., Mfrs. Assn. of Lancaster, Lancaster, Pa.  
 Smee, Tolbert, Dept. Labor and Industry, Harrisburg, Pa.  
 Smith, Arthur W., The Phoenix Iron Co., Phoenixville, Pa.



Smith, E. R., Dept. Labor and Industry, Pittsburgh, Pa.  
 Smith, H. F., Reading Co., Pottstown, Pa.  
 Smith, J. Russell, Alan Wood Steel Co., Conshohocken, Pa.  
 Smith, J. T., Indiana, Pa.  
 Smith, Walter M., Dept. Labor and Industry, Harrisburg, Pa.  
 Snively, A. B., Hershey Chocolate Corp., Hershey, Pa.  
 Snitzer, H. D., Dept. Labor and Industry, Altoona, Pa.  
 Snively, S. S., Frick Company, Waynesboro, Pa.  
 Spahr, Elmer, York, Pa.  
 Spangler, C. L., Reading Co., Harrisburg, Pa.  
 Spargo, Gene, The Wayne-Pump Co., New Brighton, Pa.  
 Spicer, John S., Dept. Labor and Industry, Harrisburg, Pa.  
 Spillan, James R., Ocean Accident & Guaranty Corp., Philadelphia, Pa.  
 Spindler, C. E., Reading Co., Reading, Pa.  
 Spring, Edward C., Lehigh Valley Transit Co., Allentown, Pa.  
 Stanchfield, G. A., Standard Safety Equipment Co., West Orange New Jersey.  
 Steinmetz, E. H., Bangor, Pa.  
 Stennett, J. C., Dept. Labor and Industry, Kittanning, Pa.  
 Stevenson, Charles K., Pennsylvania Mfrs. Assn., Harrisburg, Pa.  
 Stewart, B. P., The Peoples Natural Gas Co., Rural Valley, Pa.  
 Stieff, John W., Reading Co., Reading, Pa.  
 Stiles, T. D., Dept. Labor and Industry, Cresson, Pa.  
 Stoneback, L., Dept. Labor and Industry, Philadelphia, Pa.  
 Storm, N. P., 219 Meadow Street, Pittsburgh, Pa.  
 Strayer, W. Clyde, Sweets Steel Co., Williamsport, Pa.  
 Strickland, Isaac D., Stanley G. Flagg & Co., Inc., Philadelphia, Pa.  
 Strite, C. L., Frick Co., Waynesboro, Pa.  
 Stuckey, C. M., Reading Co., Hershey, Pa.  
 Swench, John A., Reading Co., Reading, Pa.

## T.

Tagert, Theo. O., McClintic Marshall Co., Pottstown, Pa.  
 Taylor, H. E., Dept. Labor and Industry, Scranton, Pa.  
 Taylor, Harry M., Dept. Labor and Industry, Salona, Pa.  
 Taylor, J. B., Jos. Bancroft & Sons Co. of Pa., Reading, Pa.  
 Templeton, R. M., Greenville Steel Car Co., Greenville, Pa.  
 Tezik, John, Dept. Labor and Industry, Harrisburg, Pa.  
 Thomas, D. C., Lorain Steel Co., Johnstown, Pa.  
 Thompson, Harold W., Robert Haas Co., Bristol, Pa.  
 Titus, Walter C., Allegheny Steel Co., Pittsburgh, Pa.  
 Todd, R. H., A. M. Optical Co., Philadelphia, Pa.  
 Torrens, Elizabeth, Dept. Labor and Industry, Pittsburgh, Pa.  
 Townsend, J. R., Bell Telephone Co. of Pa., Philadelphia, Pa.  
 Troger, Clare G., Pittsburgh Coal Co., Pittsburgh, Pa.  
 Tucker, E. F., United Engineers & Constructural Inc., Philadelphia, Pa.  
 Turner, W. R., Metropolitan Edison Co., Reading, Pa.

## U.

Underwood, James Sterling Silk Glove Co., Bangor, Pa.  
 Urban, Guy K., Pennsylvania Water & Power Co., Holtwood, Pa.

## V.

Vanderslice, Elmer A., Phoenix Iron Co., Mont Clare, Pa.  
 Vanier, George K., Dept. Labor and Industry, Duncannon, Pa.

## W.

Wagner, Geo. W. Van, Dept. Labor and Industry, Harrisburg, Pa.  
 Wagner, R. T., Crucible Steel Co., Pittsburgh, Pa.  
 Wakely, J. B., Dept. Labor and Industry, Meadville, Pa.  
 Walters, Floyd, Penn Dixie Cement Co., Nazareth, Pa.  
 Ward, Arthur E., 6388 Martin Mill Road, Philadelphia, Pa.  
 Ward, J. R., Peerless Union Explosives Corp., White Haven, Pa.  
 Warner, Arnold F., Lehigh Safety Shoe Co., Allentown, Pa.

Watson, A. L., The Koppers Co., Pittsburgh, Pa.  
 Watts, Edward, Dept. Labor and Industry, Wilkes-Barre, Pa.  
 Weaver, W. G., Atlantic Refining Co., Pittsburgh, Pa.  
 Webster, F. E., Abbotts Dairy Inc., Philadelphia, Pa.  
 Wehrli, Henry A., Dept. Labor and Industry, Pittsburgh, Pa.  
 Weigman, Fred W., 303 McClatchy Bldg., Upper Darby, Pa.  
 Weinbeck, M. Jr., Dept. Labor and Industry, Philadelphia, Pa.  
 Weir, William A., Metropolitan Casualty Co., Newark, N. J.  
 Weise, Charles B., Mfrs. Assn. of Lancaster, Lancaster, Pa.  
 Welzel, Mrs. Frances H., Dept. Labor and Industry, Philadelphia, Pa.  
 Wenwick, D. W., Pennsylvania State Council of Carpenters, Harrisburg, Pa.  
 Whle, D. J., Coplay Cement Mfg. Co., Coplay, Pa.  
 Williams, Robert M., 207 Andover St., Wilkes-Barre, Pa.  
 Wilson, J. Albert, 915 Morton St., New Castle, Pa.  
 Winand, Sidney R., York Safe and Lock Co., York, Pa.  
 Winder, A. M., Cooper-Bessimer Corp., Grove City, Pa.  
 Withrow, T. B., Reading Iron Co., Reading, Pa.  
 Witmyer, Chas S., 1902 Sullivan Road, Harrisburg, Pa.  
 Woerner, Wm. P., American Novelty Works, Lancaster, Pa.  
 Woolverton, John, Reading Co., Philadelphia, Pa.  
 Wrigley, Harry A., Glen Alden Coal Co., West Pittston, Pa.  
 Wuenschel, Geo. A., 1050 East 28th St., Erie, Pa.  
 Wyble, F. W., Dept. Labor and Industry, Harrisburg, Pa.  
 Wyed, Chris. 400 N. Broad St., Philadelphia, Pa.

#### Y.

Yoder, Ray C., Standard Steel Works Co., Burnham, Pa.  
 Yotter, H. F., General Crushed Stone Co., Easton, Pa.  
 Young, Melvin, Dept. Labor and Industry, Hollidaysburg, Pa.

#### Z.

Zerman, E. B., Bell Telephone Co., Harrisburg, Pa.  
 Ziegler, N. V. B., U. S. Aluminum Co., New Kensington, Pa.  
 Ziegler, W. F., Dept. Labor and Industry, Oil City, Pa.  
 Zimmerman, Geo. W., Reading Co., Harrisburg, Pa.  
 Zummerman, Earl, Reading Co., Wernersville, Pa.

# REVIEW OF INDUSTRIAL STATISTICS

PREPARED BY  
*The Bureau of Statistics*

## THE LABOR MARKET

**State Public Employment Office Reports**—Some further improvement of employment in Pennsylvania was indicated by reports from State Public Employment Offices for February covering the four-week period ending February 21, 1931. The improvement in the applicant to job ratio which began in January continued in February with the number of applicants in relation to the number of job openings showing a 3.6 per cent decrease. The ratio of applicants for employment to jobs open for February, 1931, was 319 to 100 as compared with a ratio of 331 to 100 for January, 1931, and a ratio of 366 to 100 for December, 1930, a 12.8 per cent improvement within the last two months. The applicant to job ratio for February, 1931, was 9.1 per cent lower than the ratio for the corresponding month in 1930, and is the best recorded for any month since last May. With the customary seasonal increase of industrial activity in the spring and with the opening up of outdoor construction, it is expected that further improvement of the applicant to job ratio will be shown during the next few months.

The public employment office report for February covering operations of offices in fourteen cities of the State shows that a total of 8,789 persons applied for work during the four weeks covered by the report, 2,755 job openings were listed, and 2,467 workers in the State were provided with jobs during February through the medium of this public employment service. Job openings listed for the month were only 31 per cent of the number required to give work to all who applied during the month. The number of applicants for work at the State Public Employment Offices during February was 2.3 per cent more than in January. The listed number of opportunities for jobs increased 7.2 per cent, and the number of jobs actually secured for workers increased 8.2 per cent.

An increased availability of jobs in February as compared with January was reported for eight of the fourteen districts in which public employment offices are located. The offices reporting increased job listings for February were Allentown, Harrisburg, Lancaster, New Castle, Oil City, Philadelphia, Reading, and Scranton; largest gains being recorded for the Harrisburg, New Castle, and Philadelphia offices. A decreased demand for workers was shown in Altoona, Erie, Johnstown, Pittsburgh, Wilkes-Barre, and Williamsport, with largest declines occurring in Altoona and Williamsport.

The reliability of the employment office figures as sensitive primary indexes of current changes in employment trends appears to be confirmed by the fact that the upturning in employment totals reported from industry in February was foreshadowed by the improvement shown in the applicant to job ratio in the January report of public employment office activities.

**Reports from Manufacturing Firms**—The February reports from manufacturing plants produced the first definite evidence of an upward turn of industrial employment. Reports received from more than 800 firms in Pennsylvania engaged in 51 lines of manufacturing activity show a 1.5 per cent increase in employment totals for February as compared with January. This is the first interruption of the downward trend of industrial employment that has occurred during the last eighteen months. Manufacturing employment has decreased consistently during the last year and a half except for minor seasonal gains in February and September, 1930.

While the February employment increase was not large and brings the industrial employment level for the month to a point only slightly higher than that for January, its real significance is that it appears to mark January, 1931, as having been the bottom of the industrial depression in so far as employment in the manufacturing industry is concerned. The February level of employment in manufacturing, while higher than in January, is below the total for any month in 1930, and is 18.2 per cent lower than the total established for February, 1930. Similarly, payrolls of manufacturing concerns, while higher in February than in January, are below those of any month in 1930, and are 31.1 per cent less than the payrolls for February, 1930. However, as was pointed out by one rather keen and practical observer,\* a comparison of industrial conditions existing in February, 1930, with those which obtained a year ago are apt to be discouraging and misleading. This analyst likens the downward movement of industry during 1930 to the left-hand side of a capital V. Mr. Simonds anticipates a future trend likened to the right-hand side of the V, and suggests an inverted monthly comparison for this year. In other words, a comparison of February, 1931, with November, 1930. On this basis, manufacturing employment for February was only 6.3 per cent less than its comparative month in 1930, and February payrolls in manufacturing concerns were only 9.4 per cent less.

Employment in the manufacturing industry in Pennsylvania, according to the index based on returns from 823 firms was 19.8 per cent lower than its average for the years 1923-1925, and wage payments to manufacturing workers for February were 31.7 per cent below their average for this same period.

The pick-up of manufacturing operations during February was further emphasized by the increase of time worked. Reports from 558 firms which gave information as to total hours of operation show a 2.7 per cent increase in total hours worked per week in February as compared with January. The average earnings of workers in manufacturing plants increased from \$22.09 a week in January to \$22.41 in February.

Analysis of the employment and payroll reports from manufacturing industries for February discloses that employment increases were reported for 29 of

\*Alvan T. Simonds in "Looking Ahead," March 16, 1931.



the 51 industry groups represented, and that wage payments increased in 33 of the 51 industries. Largest employment and payroll increases were reported for the textile, foods and tobacco, lumber, and leather and rubber industries. Decreases were shown for the transportation equipment, and paper and printing industries. Substantially improved conditions were shown in a number of individual industries. Among the metal industries, heating equipment manufacturers reported considerable gains. The steam and hot-water appliance industry reported a 5.5 per cent increase in employment and a 15.2 per cent gain in payrolls, with a majority of the 16 firms reporting for this group showing increased working time. A 10.6 per cent increase of employment and a 14.4 per cent increase of payrolls for the stove and furnace industry was due to the reopening with nearly a normal force of workers of one plant which has been closed for several months. Decreased operation was reported for the iron and steel forgings industry, but the smaller firms in this group reported some increase. Blast furnaces are operating 25 to 35 per cent below their level at this time in 1930, and their index shows operations to be nearly 60 per cent below the 1923-1925 level.

In the transportation equipment group, auto-body plants and manufacturers of auto-parts reported increases. Conditions in automobile manufacturing plants were unchanged from January. Locomotive and railroad car building dropped off sharply, particularly locomotive building.

Increased employment and payroll totals were shown throughout the textile group except for hat factories and clothing factories. Woolen, silk, carpet, and hosiery and other knitting mills, all showed striking increases in employment and wage disbursements. The gains in most instances appeared to be more than seasonal.

In the food and tobacco group, candy factories reported additions to forces and increased working time occasioned by the volume of Valentine Day business. Cigar factories also showed materially increased employment and wage payments. The payroll gains in cigar manufacture would have been much larger except for the general observance of Lincoln's birthday holiday.

In the lumber group, furniture factories and wooden box manufacture showed large gains. The furniture industry is still operating far below last year's level, but prospects for the industry are reported as encouraging.

In the leather and rubber industry, small employment and payroll gains were prevalent in shoe manufacture. Two shoe factories which had closed in January reopened in February, but at considerably reduced schedules. A considerable number of wage adjustments in the shoe industry were reported.

A general resume of employment in manufacturing for February leads to the conclusion that the increases shown for the month were larger in most instances than the usual seasonal gains for this period. In the metal industry, the gain appeared to be less than expected. The increase of wage payments, while very

substantial, was retarded somewhat by the widespread industrial holiday in observance of Lincoln's birthday. The definite turn upward in manufacturing activity for February seems to warrant an assumption that this inclining tendency will continue at least for the next several months.

**Coal Mining**—Employment in the coal mining industries declined in February. Reports to the Anthracite Bureau of Information from 159 operators in the anthracite industry show a 1.4 per cent decrease of employment for February in comparison to January. Wage payments for February, however, were 5.3 per cent larger than in January. Employment in the anthracite industry for February, 1931, was 19 per cent below its level of a year ago, and payrolls were 23 per cent smaller.

Reports from 392 operators in the bituminous industry in Pennsylvania to the United States Bureau of Labor Statistics show a 2.8 per cent decline of employment for February in comparison to January, but February wage payments for this industry increased 0.2 per cent. Comparison with records for last year indicate that employment in bituminous mines is about 10 per cent less than a year ago and that wage payments have dropped nearly 28 per cent.

**Construction and Contracting**—February reports of employment and payrolls for the construction and contracting industry in Pennsylvania showed about the usual decrease for the month. Reports from 60 construction firms for February disclosed a 10.6 per cent decrease in employment and a 2.6 per cent decrease in payrolls as compared with January. The February employment and payroll totals, however, were materially lower than the figures reported for February, 1930. The employment index for the construction and contracting industry for February, 1931, as represented by the reports from these 60 concerns, was 33.9 per cent below that for February, 1930, and the index of payrolls showed a 40.1 per cent decrease. Largest reductions were shown for firms reporting from the Philadelphia area.

**Trade**—Further curtailment of sales forces in retail stores was shown for February with a two per cent employment decrease as compared with January. February employment in retail stores was approximately five per cent lower than a year ago. Employment in wholesale trade for February was 0.3 per cent less than in January and 4.0 per cent less than in February, last year.

**Summary**—While no definite advancement in employment totals in February was shown for any industry except manufacturing, increased wage payments were quite general. The gap between the unemployed and employment appeared to be closing slightly, according to the public employment office figures. Working time exhibited an increasing tendency, and average weekly earnings of workers for February in all industries were higher than in January. With a large program of public construction expected to get under way in the near

future, and with the usual expansion in outdoor employments during the early spring, it seems justifiable to anticipate a further and more widespread gain of industrial employment during the next few months. A composite summary of the trend of industrial employment for February, 1931, is shown in the following table:

GROUP	Employment		Wage Payments	
	Per Cent Change Compared with		Per Cent Change Compared with	
	January, 1931	February, 1931	January, 1931	February, 1931
Manufacturing.....	+ 1.5	-16.8	+ 3.0	-31.1
Coal mining:				
Anthracite.....	- 1.4	-19.2	+ 5.3	-23.0
Bituminous.....	- 2.8	-10.4	+ 0.2	-27.5
Construction and contracting.....	-10.6	-33.9	- 2.6	-40.1
Trade:				
Retail.....	- 2.0	- 4.7	.....	.....
Wholesale.....	- 0.3	- 4.0	.....	.....
Ratio of applicants to job openings.....	- 3.6	- 9.1	.....	.....

**REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF FEBRUARY, 1931**  
(FOUR WEEKS, JANUARY 26, 1931, TO FEBRUARY 21, 1931, INCLUSIVE)

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>GRAND TOTAL</b> .....	8,789	5,399	3,390	2,755	1,540	1,215	3,372	1,868	1,504	2,467	1,366	1,101
Total industrial group (skilled).....	3,214	2,289	925	889	621	268	1,173	808	365	762	514	248
Building and construction.....	486	486	...	84	84	...	102	102	...	77	77	...
Shipbuilding.....	123	123	...	93	93	...	135	135	...	73	73	...
Chemicals and allied products.....	13	13	...	5	...	5	11	...	11	5	...	5
Clay, glass and stone products.....	7	7	...	...	...	...	...	...	...	...	...	...
Clothing.....	56	27	29	24	8	16	27	27	19	19	4	15
Textiles.....	160	84	76	17	10	7	19	15	4	13	9	4
Food and kindred products.....	42	25	17	8	2	6	10	2	8	7	2	5
Leather, rubber and composition goods.....	37	36	1	1	1	...	1	1	...	1	1	...
Lumber, woodwork and furniture.....	64	64	...	12	12	...	18	18	...	11	11	...
Paper and printing.....	15	36	9	10	7	3	14	8	6	7	4	3
Metals and metal products.....	552	519	33	117	115	2	176	171	5	98	97	1
Mines and quarries.....	14	14	...	1	1	...	1	1	...	1	1	...
Transportation and public utilities.....	259	251	8	80	65	15	98	76	22	74	60	14
Hotel and restaurant.....	626	178	448	187	57	130	258	79	179	176	54	122
Wholesale and retail trade.....	353	207	146	167	115	52	193	120	73	130	81	49
Miscellaneous.....	377	219	158	83	51	32	110	72	38	70	40	30
<b>Total other groups</b> .....	5,575	3,110	2,465	1,866	919	947	2,199	1,060	1,139	1,705	852	853
Clerical and professional.....	1,302	784	518	158	100	58	259	134	125	125	72	53
Agriculture.....	39	39	...	10	10	...	11	11	...	5	...	...
Semi-skilled.....	1,346	401	945	631	79	552	747	95	652	534	72	462
Unskilled.....	1,999	1,680	319	589	523	66	696	606	561	494	67	271
Casual and day workers*.....	889	206	683	478	207	271	486	214	272	480	209	271
<b>January, 1931</b> .....	8,510	5,294	3,216	2,570	1,532	1,038	3,076	1,815	1,261	2,280	1,379	901
<b>February, 1930</b> .....	8,680	5,907	2,773	2,470	1,580	890	3,025	1,923	1,102	2,049	1,277	772
<b>February, 1929</b> .....	9,105	6,736	2,369	3,826	2,760	1,066	4,315	3,155	1,160	2,978	2,251	727
Per cent of applicants placed.....	28	25	32	..	89	91	..	..	..	..	..	..
Per cent of openings filled.....	..	..	..	90	..	..	73	..	73	..	..	..
Per cent of persons referred placed.....	..	..	..	..	..	..	..	..	..	..	..	..

\*The placement of each casual or day worker is recorded for only one (1) placement per week.



## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS Week Ended	
		No. of Wage Earners Week Ended Feb. 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Feb. 15, 1931	Index Numbers 1923-1925 = 100				
			Feb., 1931	Per cent change compared with			Feb., 1931	Per cent change compared with			
				Jan., 1931	Feb., 1930			Jan., 1931	Feb., 1930		
ALL MANUFACTURING INDUSTRIES: (51) 42%	823	271,584	80.2	+ 1.5	-16.8	\$6,086,026	68.3	+ 3.0	-31.1	\$22.41	\$22.09
Metal products: (12) 57%	244	131,468	76.6	+ 0.3	-19.8	3,072,263	63.3	- 0.6	-37.0	23.37	23.57
Blast furnaces.....	9	1,440	45.1	+ 1.1	-24.5	36,835	38.4	- 2.3	-34.9	25.58	25.82
Steel works and rolling mills.....	48	69,712	71.6	+ 1.8	-16.6	1,650,958	58.6	- 0.8	-34.8	23.68	24.31
Iron and steel forgings.....	10	1,528	70.5	- 8.7	-32.1	34,382	61.8	- 6.6	-38.8	22.50	22.02
Structural iron work.....	10	3,437	86.8	+ 4.7	-25.0	73,770	65.0	+ 0.8	-45.7	21.46	20.30
Steam and hot water heating appliances.....	16	4,095	96.7	+ 5.5	-3.3	105,069	86.5	+ 15.2	-18.6	25.66	23.34
Stoves and furnaces.....	8	527	58.5	+ 10.6	-27.5	10,483	38.2	+ 14.4	-42.8	19.89	19.25
Foundries.....	37	7,383	76.2	- 0.9	-28.2	172,660	62.4	+ 4.5	-40.3	23.39	22.21
Machinery and parts.....	43	8,524	84.9	- 0.8	-22.2	203,272	68.0	- 0.4	-41.4	23.85	23.71
Electrical apparatus.....	21	26,606	94.9	+ 1.8	-22.3	622,379	85.2	- 3.3	-38.8	23.39	23.77
Engines and pumps.....	10	2,445	65.0	- 2.5	-32.8	49,003	48.7	- 8.3	-52.9	20.04	21.35
Hardware and tools.....	20	5,133	76.7	- 2.2	-23.8	99,977	63.1	+ 3.3	-37.8	19.48	18.50
Brass and bronze products.....	12	638	73.1	- 2.1	-30.9	13,475	57.7	- 8.4	-48.7	21.12	22.52
Transportation equipment: (5) 74%	37	19,200	53.2	- 4.0	-30.8	434,684	40.5	- 1.0	-46.1	22.64	21.80
Automobiles.....	5	2,805	55.8	- 0.4	- 6.8	59,673	31.9	0	-31.5	21.27	20.07
Automobile bodies and parts.....	11	3,421	50.4	+ 2.9	-36.5	79,882	39.3	+ 18.0	-48.8	23.35	20.43
Locomotives and cars.....	11	6,834	27.1	-10.6	-50.1	141,769	19.7	- 7.5	-66.2	20.74	20.12
Railroad repair shops.....	6	2,921	73.5	+ 1.0	- 6.4	69,007	64.6	+ 2.4	-15.6	23.62	23.30
Shipbuilding.....	4	3,219	73.0	+ 4.2	-15.6	84,353	108.9	+ 7.1	-13.6	26.20	27.02
Textile products: (11) 27%	161	50,310	91.1	+ 4.2	-14.4	928,903	82.2	+ 11.7	-26.8	18.46	17.26
Cotton goods.....	12	2,188	61.3	+ 3.5	-18.9	51,710	62.3	+ 25.1	-11.9	23.63	19.58
Woolens and worsteds.....	13	3,781	60.6	+ 14.6	- 3.3	81,351	55.8	+ 26.2	- 7.0	21.52	19.54
Silk goods.....	46	18,234	102.9	+ 4.0	-14.5	324,850	104.9	+ 16.9	-20.5	17.82	15.85
Textile dyeing and finishing.....	12	1,722	91.4	+ 1.3	-10.0	43,300	94.2	+ 21.2	-14.4	25.15	20.99
Carpets and rugs.....	10	2,263	52.3	+ 4.8	-27.5	41,721	37.7	+ 9.9	-37.6	18.44	17.67
Hats.....	4	3,243	82.1	+ 1.6	-10.4	44,192	45.7	-27.0	-49.7	13.63	18.39
Hosiery.....	27	12,495	107.6	+ 5.1	-17.2	252,099	103.6	+ 8.0	-36.0	20.18	19.60
Knit goods, other.....	13	2,198	80.4	+ 7.3	-17.5	33,548	69.6	+ 29.1	-24.7	15.26	12.65
Men's clothing.....	9	789	78.5	+ 5.5	- 7.9	10,686	65.1	+ 17.9	-32.8	13.54	12.09
Women's clothing.....	7	1,438	141.6	+ 1.1	+ 3.3	20,552	139.9	+ 1.8	+ 0.9	14.40	14.20
Shirts and furnishings.....	8	1,959	131.7	- 1.4	- 7.9	24,894	111.6	- 1.2	-26.9	12.71	12.68

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Feb. 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Feb. 15, 1931	Index Numbers 1923-1925 = 100		Week Ended	Feb. 15, 1931	Jan. 15, 1931
			Per cent change compared with				Feb., 1931	Per cent change compared with			
			Feb., 1931	Jan., 1931	Feb., 1930						
Foods and tobacco: (5) 32%	92	21,393	105.0	+ 7.5	- 4.9	407,462	95.2	+ 5.3	- 8.5	19.05	19.43
Bread and bakery products.....	26	3,910	108.2	+ 1.2	- 4.4	103,966	103.9	+ 1.1	- 8.5	26.59	26.02
Confectionery.....	13	4,457	101.4	+ 4.1	- 5.4	88,117	102.7	+ 10.2	- 7.4	19.77	18.64
Ice cream.....	11	1,103	89.7	+ 1.4	- 3.3	34,598	88.2	+ 1.6	- 7.3	31.37	31.30
Meat packing.....	13	1,985	96.6	+ 1.3	- 3.8	53,691	85.7	- 6.2	- 11.9	27.05	28.51
Cigars and tobacco.....	29	9,938	103.6	+ 15.6	- 4.6	127,090	81.1	+ 12.3	- 8.8	12.79	13.16
Stone, clay and glass products: (3) 42%	68	11,460	58.3	+ 1.4	- 24.1	247,200	44.4	+ 12.1	- 37.7	21.57	19.48
Brick, tile and pottery.....	31	3,911	71.5	+ 7.4	- 13.0	75,024	54.0	+ 24.4	- 29.5	19.18	16.54
Cement.....	15	4,330	52.9	+ 2.5	- 13.7	103,695	40.3	+ 0.8	- 30.2	23.95	24.39
Glass.....	22	3,219	53.6	- 6.5	- 41.6	68,481	45.0	+ 20.6	- 50.7	21.27	16.60
Lumber products: (3) 27%	51	3,750	57.0	+ 8.0	- 27.5	70,130	47.5	+ 16.4	- 39.7	18.70	17.35
Lumber and planing mills.....	16	854	36.9	+ 1.4	- 46.5	14,937	29.5	- 3.3	- 58.3	17.49	18.31
Furniture.....	29	2,011	62.3	+ 9.5	- 24.8	39,443	51.2	+ 18.2	- 38.6	19.61	18.13
Wooden boxes.....	6	885	67.3	+ 12.4	+ 0.1	15,750	62.0	+ 37.8	- 2.5	17.80	14.51
Chemical products: (5) 47%	59	11,243	88.4	+ 2.4	- 9.9	316,557	89.3	+ 6.1	- 15.0	28.16	27.16
Chemicals and drugs.....	35	1,240	71.9	+ 1.0	- 17.1	32,173	66.8	- 2.1	- 23.0	25.95	26.72
Coke.....	3	2,171	73.7	- 0.9	- 19.1	53,676	57.9	- 3.7	- 30.1	24.72	25.36
Explosives.....	3	490	76.1	0	- 12.3	11,734	83.9	+ 4.7	- 16.4	23.95	22.85
Paints and varnishes.....	12	1,228	81.4	+ 2.0	- 11.4	28,843	76.5	+ 3.9	- 23.2	23.49	23.00
Petroleum refining.....	6	6,114	122.9	+ 4.0	- 4.9	190,131	133.3	+ 11.1	- 6.3	31.10	29.14
Leather and rubber products: (4) 46%	46	10,486	94.0	+ 3.4	- 6.1	221,422	88.3	+ 5.2	- 14.3	21.12	20.66
Leather tanning.....	17	5,687	103.6	+ 1.5	- 3.5	130,943	92.4	+ 2.9	- 16.1	23.02	22.67
Shoes.....	18	3,334	89.8	+ 7.5	- 7.2	54,387	86.5	+ 14.4	- 8.9	16.31	15.07
Leather products, other.....	7	614	77.4	+ 2.0	- 21.8	15,893	85.9	+ 7.6	- 16.9	25.88	24.54
Rubber tires and goods.....	4	851	87.3	+ 3.3	- 3.6	20,199	84.2	- 2.7	- 14.3	23.74	25.18
Paper and printing: (3) 30%	65	12,274	94.4	- 0.5	- 5.1	387,405	99.7	+ 3.7	- 13.4	31.56	30.26
Paper and wood pulp.....	12	3,353	81.2	+ 0.6	- 6.5	83,889	75.6	+ 7.5	- 20.6	25.02	23.40
Paper boxes and bags.....	9	743	73.9	- 4.4	- 21.0	12,776	86.7	+ 20.9	- 15.2	17.20	13.67
Printing and publishing.....	44	8,178	101.5	- 0.4	- 2.2	290,740	108.7	+ 2.2	- 10.7	35.55	34.68

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT					PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Feb. 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Feb. 15, 1931	Index Numbers 1923-1925 = 100			Week Ended		
			Feb., 1931	Per cent change compared with			Feb., 1931	Per cent change compared with				
				Jan., 1931	Feb., 1930			Jan., 1931	Feb., 1930			
Anthracite coal mining, <sup>2</sup> 50%.....	159	122,539	87.1	— 1.4	—19.2	3,684,223	79.8	+ 5.3	30.07	Feb. 15, 1931	28.19	
Bituminous coal mining, <sup>3</sup> 35%.....	392	62,411	86.1	— 2.8	—10.4	1,222,908	66.4	+ 0.2	19.59	Feb. 15, 1931	19.05	
Construction and contracting, 5%.....	60	2,388	46.5	—10.6	—33.9	68,043	41.0	— 2.6	28.49	Feb. 15, 1931	24.96	
Street railways, 55%.....	5	13,201	78.0	— 0.4	— 9.5	448,715	82.3	+ 0.2	33.99	Feb. 15, 1931	33.79	
Retail trade, 25%.....	70	25,890	91.1	— 2.0	— 4.7	.....	.....	.....	.....	.....	.....	
Wholesale trade, 12%.....	84	4,116	88.6	— 0.3	— 4.0	.....	.....	.....	.....	.....	.....	

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

<sup>2</sup>Anthracite figures are from the Anthracite Bureau of Information.

<sup>3</sup>Bituminous figures are from the U. S. Bureau of Labor Statistics. (Chain index—January, 1929 = 100.)

## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Feb. 15, 1931	Total Weekly Wages Week Ended Feb. 15, 1931	Total Weekly Employee Hours		Average Hourly Earnings	
				Feb. 15, 1931	Jan. 15, 1931	Feb. 15, 1931	Jan. 15, 1931
ALL MANUFACTURING INDUSTRIES: (48).....	558	193,622	\$4,432,531	7,746,860	7,542,699	\$ .572	\$ .572
Metal products:	190	113,364	2,651,818	4,270,723	4,249,077	.621	.627
Blast furnaces.....	7	1,377	35,605	58,502	60,748	.609	.599
Steel works and rolling mills.....	33	59,688	1,408,461	2,219,790	2,205,684	.635	.645
Iron and steel forgings.....	8	1,187	28,649	51,782	49,876	.553	.552
Structural iron work.....	7	1,469	33,121	56,414	59,153	.587	.592
Steam and hot water heating appliances.....	13	2,784	71,241	123,609	102,219	.576	.580
Stoves and furnaces.....	3	130	2,562	4,097	3,999	.625	.625
Foundries.....	30	6,714	157,345	263,310	246,213	.598	.608
Machinery and parts.....	36	7,304	172,248	293,197	288,170	.587	.598
Electrical apparatus.....	19	25,994	605,957	954,641	989,371	.635	.630
Engines and pumps.....	10	2,445	49,003	79,337	86,716	.618	.617
Hardware and tools.....	14	3,698	75,775	141,432	133,552	.525	.527
Brass and bronze products.....	10	574	11,851	21,612	23,376	.548	.555
Transportation equipment:	28	13,885	315,913	508,876	501,230	.621	.621
Automobiles.....	5	2,805	59,673	100,048	101,324	.596	.606
Automobile bodies and parts.....	8	3,088	72,948	121,107	103,216	.602	.591
Locomotives and cars.....	7	2,994	62,513	110,368	108,094	.566	.569
Railroad repair shops.....	4	1,779	36,426	51,909	51,099	.702	.710
Shipbuilding.....	4	3,219	84,353	125,444	137,497	.672	.660
Textile products:	93	28,653	535,104	1,260,589	1,160,289	.424	.409
Cotton goods.....	9	1,048	20,932	48,490	47,705	.432	.443
Woolens and worsteds.....	8	1,610	35,557	74,379	60,982	.478	.469
Silk goods.....	32	13,827	246,195	632,493	538,101	.389	.392
Textile dyeing and finishing.....	7	708	15,797	30,060	23,217	.526	.533
Carpets and rugs.....	6	1,703	32,366	62,835	63,054	.515	.492
Hosiery.....	10	6,262	132,692	262,638	287,966	.505	.435
Knit goods, other.....	10	1,532	24,574	59,260	47,220	.382	.382
Men's clothing.....	3	194	2,397	8,414	6,439	.285	.304
Women's clothing.....	5	810	12,330	39,432	41,067	.313	.314
Shirts and furnishings.....	3	959	12,264	42,388	44,538	.288	.317



## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Feb. 15, 1931	Total Weekly Wages Week Ended Feb. 15, 1931	Total Weekly Employed Hours		Average Hourly Earnings	
				Per Cent Change	Week Ended	Feb. 15, 1931	Jan. 15, 1931
Foods and tobacco:	54	6,950	\$ 145,687			\$ .466	\$ .446
Bread and bakery products.....	21	2,138	51,278			.480	.485
Confectionery.....	6	524	9,153	— 0.4		.384	.427
Ice cream.....	8	669	21,662	+ 0.5		.565	.565
Meat packing.....	8	1,077	28,435	+ 0.4		.546	.558
Cigars and tobacco.....	11	2,542	35,159	—20.6		.384	.338
Stone, clay and glass products:	43	7,951	173,812			.537	.535
Brick, tile and pottery.....	20	2,426	46,179	+14.9		.474	.473
Cement.....	10	3,484	81,095	+ 1.3		.542	.541
Glass.....	13	2,041	46,538	+20.1		.607	.603
Lumber products:	43	2,601	54,444			.555	.542
Lumber and planing mills.....	13	459	10,620	+ 2.3		.618	.618
Furniture.....	26	1,679	33,907	+18.5		.533	.533
Wooden boxes.....	4	463	9,917	+24.3		.513	.494
Chemical products:	30	7,624	223,829			.580	.575
Chemicals and drugs.....	16	845	22,102	+ 2.7		.526	.499
Paints and varnishes.....	9	1,180	27,573	+17.7		.530	.598
Petroleum refining.....	5	5,599	174,154	+ 6.0		.596	.582
Leather and rubber products:	30	5,407	117,073			.464	.467
Leather tanning.....	9	2,157	51,918	+ 6.7		.526	.538
Shoes.....	11	1,843	29,902	+15.8		.339	.311
Leather products, other.....	6	556	15,054	+ 5.9		.547	.535
Rubber tires and goods.....	4	851	20,199	+ 1.6		.531	.553
Paper and printing:	47	7,187	214,851			.644	.646
Paper and wood pulp.....	8	2,463	63,461	+ 8.6		.537	.527
Paper boxes and bags.....	6	409	18,108	+11.6		.380	.379
Printing and publishing.....	33	4,315	144,506	+ 1.1		.732	.735
Construction and contracting.....	49	1,888	49,544	—19.6		.724	.679

¹Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

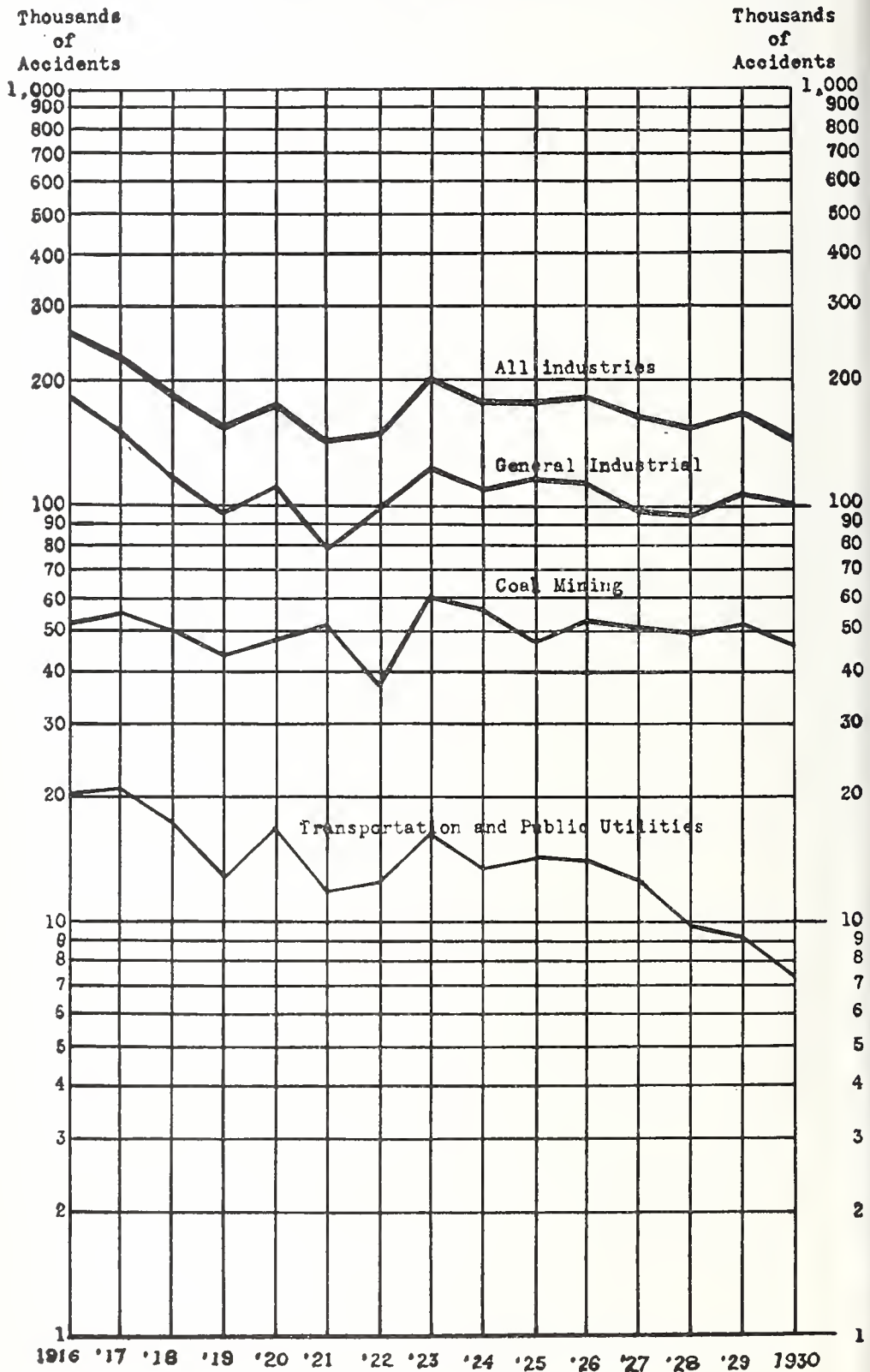
EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—CITY AREAS<sup>1</sup>

115

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS			AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Feb. 15, 1931	Index Numbers 1923-1925 = 100		Total Weekly Payroll Week Ended Feb. 15, 1931	Index Numbers 1923-1925 = 100		Week Ended	Jan. 15, 1931	
			Per cent change compared with			Feb., 1931	Per cent change compared with			
			Feb., 1931	Jan., 1931						Feb., 1930

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

## TREND OF INDUSTRIAL ACCIDENTS IN PENNSYLVANIA 1916-1930, BY INDUSTRY GROUP



## FEBRUARY TOTAL OF INDUSTRIAL ACCIDENTS IN PENNSYLVANIA IS THE LOWEST FOR ANY MONTH IN THE HISTORY OF THE WORKMEN'S COMPENSATION LAW

Accidents in industry during February, 1931, reached the lowest point for any month since the Workmen's Compensation Law became effective in January, 1916. Reports of 9,044 accidents were received at the Bureau of Workmen's Compensation during February, 1931, including 117 fatal accidents. The previous low mark of industrial casualties in Pennsylvania was in May, 1922, when a total of 9,688 accidents were reported, including 116 fatalities. This low total of accidents for May, 1922, was due to the suspension of operations in the coal mining industries at that period during the course of wage scale adjustments. The low accident total for February, 1931, is primarily due to the reduced volume of general industrial activity and it is considerably lower than the accident total for any month during the depression of 1921. The accident totals for February, 1931, show a reduction of 39 fatal and 1,687 non-fatal accidents as compared with the totals for January, 1931, or decreases of 25.0 per cent and 15.9 per cent, respectively. As compared with the accident totals for February, 1930, fatal accidents in February, 1931, show a 24.5 per cent decrease and non-fatal accidents a 25.1 per cent reduction.

The total of 117 fatal accidents reported during February, 1931, was the lowest total of fatal industrial injuries since March, 1930. All industries except bituminous coal mining, quarrying, and state and municipal show decreased fatality totals for February as compared with January, the outstanding decrease occurring in anthracite coal mining where fatal accidents dropped from 54 in January to 29 in February, a 46 per cent reduction. Fatal accident totals for other industrial groups in February as compared with January were as follows: construction and contracting 11, or 3 less than in January; manufacturing 18, a decrease of 4; bituminous coal mining 26, an increase of 5; quarrying 2, an increase of 1; transportation 13, a reduction of 3; public utilities 2, or 1 less than in January; trade 5, a decrease of 2; state and municipal employment 7, an increase of 1; hotels and restaurants one in February and none in January; and miscellaneous 4 in February, or 7 less than in January. The remarkable reduction of fatal accidents in anthracite mines for February gives this industry its lowest total of fatal accidents for any month since February, 1926.

The record of accidents for the three principal divisions of industry for the first two months of 1931 as compared with totals for the corresponding period in 1930 is as follows:



## ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

INDUSTRY	1931		1930		Per Cent Increase or Decrease in 1931	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
General industrial.....	109	11,353	146	15,892	-25.3	-28.6
Coal mining.....	130	7,293	161	8,702	-19.3	-16.2
Transportation and public utilities....	34	895	28	1,427	+21.4	-37.3
TOTAL.....	273	19,541	335	26,021	-18.5	-24.9

Falling objects again led the list of agencies responsible for fatal injuries to workmen. Injuries due to falling objects accounted for 43, or 37 per cent, of the 117 deaths from accident in industry during February. Car and engine accidents contributed the second highest number with 26, or 22 per cent, of the total of deaths from all causes. Motor vehicles caused the third highest number of deaths with a total of 11, or 9 per cent. These three types of accidents, falling objects, cars and engines, and motor vehicles, accounted for 68 per cent of the total deaths from all causes during the month.

Thirty-six of the 43 fatal accidents due to falling objects occurred in coal mining, the same number for each industry, 18 in anthracite and 18 in bituminous. Other industries in which deaths from falling objects occurred were construction and contracting 3, manufacturing 2, quarrying 1, and miscellaneous 1. The 26 fatalities due to car and engine accidents were distributed industrially as follows: steam railroads 12, coal mining 12 (6 in anthracite and 6 in bituminous), and 2 in metal manufacturing. The eleven workers killed by motor vehicles during February were engaged in the following classes of employment: state and municipal 4, trade 3, transportation other than railroad 1, public utilities 1, manufacturing 1, and construction 1. Motor vehicles with 11 deaths in February displaced falls of persons as the third highest cause of death to workers in industry. Falls killed 10 workers during February.

An analysis of the eleven motor vehicle fatalities reported in February disclosed that 5 of the 11 workers killed during February were pedestrians at the time of injury, and 6 were riding upon or driving motor vehicles. Of the four state and municipal employes killed by motor vehicles during February, 2 were volunteer firemen and 2 were street or road workers. The two firemen were killed in accidents while on their way to fires, and the road workers were killed while working on or crossing the highway; one a street sweeper and the other a maintenance employe of the State Highway Department. The three victims of motors in the trading industry, all were drivers of motor vehicles. One was crushed while unloading a heavy object from his truck. Another left the road at a sharp turn, went over an embankment and was crushed by the truck when he attempted to jump free of it. The third was in his truck receiving a load of goods at a railroad siding when his machine was struck by another heavy truck. The worker in the manufacturing industry was a salesman for a rubber concern

killed in a collision between his automobile and a street-car. The employe in the transportation industry was a taxi-driver who was caught between two cabs, and the employe of the public utility was engaged in hauling refuse away from a power plant when his truck was struck by a railroad train at a grade crossing. It is interesting to note that in these eleven deaths from motor vehicles there was but one case in which a mechanical failure of the vehicle might have been responsible for the accident. This was in the case of the driver who went off the road at a sharp turn. Brake failure might have been responsible in this instance, but even in this case there was the possibility that the driver was taking the curves on this stretch of road at an unsafe speed.

### COMPENSATION

Compensation agreements were approved by the Bureau of Workmen's Compensation in 6,829 cases during February involving payments to injured workers or to their dependents in the amount of \$1,361,529. This amount was made up as follows:

192 fatal cases. . . . .	\$533,737
296 permanent disability cases. . . . .	368,450
6,341 temporary disability cases. . . . .	459,342

The 296 cases of permanent disability compensated during February included awards for the loss, or loss of use of, 35 eyes, 12 arms, 18 hands, 115 fingers, 80 part fingers, 16 legs, and 19 feet. Awards also were made in 33 cases for facial disfigurement, in 12 cases for miscellaneous permanent partial disability, and in 10 cases for miscellaneous permanent total disability. One case of double eye loss, 1 case of double arm loss, and 1 case of double leg loss were included among the permanent injury cases compensated in February. The victim of the double eye loss, an anthracite miner was blinded by an object thrown from a blast. The worker who lost the use of both arms received his injury while operating a coal cutting machine in a bituminous mine. The worker who suffered the loss of both legs was injured in a car building shop when his clothing caught in a heavy drill press.

The average length of disability for the temporary injury cases compensated during February was 44.0 days as compared with an average of 39.7 days for the cases compensated in January, a 10.8 per cent increase in average severity.

Compensation awards for the first two months of 1931 totaled \$2,733,999 as compared with \$2,456,723 for the cases compensated during the first two months in 1930, an increase in the amount of compensation awards for the first two months of 1931 of \$277,276, or 11.3 per cent. A total of 14,633 compensation agreements were approved during the first two months of 1931 as compared with 15,156 agreements approved during the corresponding period 1930,

a 3.5 per cent decrease. This increase in the amount of compensation awards, notwithstanding a decrease in the number of compensation cases, is due to the larger number of fatal and permanent disability cases compensated during the first two months of 1931 than in the first two months in 1930. The number of agreements in fatal cases for the first two months of 1930 shows an 18.1 per cent increase, agreements in permanent disability cases a 39.1 per cent increase, while the number of agreements in temporary disability cases shows a 5.3 per cent reduction.

# INDUSTRIAL ACCIDENT FREQUENCY FOR FEBRUARY, 1931, BY COUNTY

COUNTY <sup>1</sup>	Number of Accidents Reported		Rate of Accidents per 1,000 of Estimated Working Population <sup>2</sup>		Comparative Rank of Low Accident Frequency
	Fatal	Non-fatal	February, 1931	Equivalent Annual Rate	
All Counties (67)—Total.....	117	8,927	2.46	32.07	..
Adams.....	..	23	1.61	20.99	20
Allegheny.....	15	1,155	2.26	29.46	40
Armstrong.....	2	54	1.82	23.73	28
Beaver.....	1	114	2.12	27.64	36
Bedford.....	..	29	2.05	26.72	33
Berks.....	3	179	2.08	27.11	34
Blair.....	1	57	1.08	14.08	8
Bradford.....	..	27	1.37	17.86	16
Bucks.....	1	42	1.16	15.12	9
Butler.....	1	54	1.76	22.94	25
Cambria.....	2	309	3.95	51.49	62
Cameron.....	..	7	3.20	41.71	57
Carbon.....	..	73	2.94	38.33	56
Centre.....	..	47	2.55	33.24	49
Chester.....	1	77	1.61	20.99	19
Clarion.....	..	38	2.76	35.98	52
Clearfield.....	..	97	2.69	35.07	51
Clinton.....	..	27	2.10	27.38	35
Columbia.....	..	46	2.40	31.29	45
Crawford.....	1	45	1.88	24.51	30
Cumberland.....	..	32	1.25	16.29	13
Dauphin.....	1	152	2.41	31.42	46
Delaware.....	1	184	1.90	24.77	31
Elk.....	..	38	2.85	37.15	55
Erie.....	1	124	1.88	24.51	29
Fayette.....	7	187	2.53	32.98	48
Forest.....	..	5	2.17	28.29	38
Franklin.....	..	27	1.07	13.95	7
Fulton.....	..	6	1.63	21.25	21
Greene.....	..	39	2.58	33.70	50
Huntingdon.....	..	33	2.14	27.90	37
Indiana.....	2	97	3.27	42.63	58
Jefferson.....	3	58	2.82	36.76	54
Juniata.....	..	5	.89	11.60	4
Lackawanna.....	7	634	5.38	70.13	66
Lancaster.....	1	119	1.61	20.99	18
Lawrence.....	2	33	.95	12.38	5
Lebanon.....	..	32	1.24	16.16	10
Lehigh.....	1	80	1.25	16.29	12
Luzerne.....	13	1,032	6.20	80.82	67
Lycoming.....	1	84	2.39	31.16	44
McKean.....	2	77	3.79	49.41	61
Mercer.....	1	48	1.28	16.69	15
Mifflin.....	..	41	2.77	36.11	53
Monroe.....	1	18	1.78	23.20	26
Montgomery.....	1	151	1.57	20.47	17
Montour.....	..	7	1.24	16.16	11
Northampton.....	..	112	1.73	22.55	24
Northumberland.....	6	239	4.92	64.14	65
Perry.....	..	7	.81	10.56	2
Philadelphia.....	13	1,264	1.69	22.03	23
Pike.....	..	2	.68	8.86	1
Potter.....	..	17	2.32	30.24	43
Schuylkill.....	6	428	4.80	62.57	63
Snyder.....	..	9	1.25	16.29	14
Somerset.....	2	153	4.86	63.35	64
Sullivan.....	..	7	2.20	28.68	39
Susquehanna.....	1	21	1.64	21.38	22
Tioga.....	2	41	3.27	42.63	59
Union.....	..	7	1.05	13.33	6
Venango.....	1	54	2.26	29.46	41
Warren.....	..	40	2.48	32.33	47
Washington.....	6	269	3.50	45.63	60
Wayne.....	..	21	1.90	24.77	32
Westmoreland.....	5	257	2.30	29.98	42
Wyoming.....	..	5	.84	10.95	3
York.....	1	113	1.81	23.59	27
Out of State.....	1	18	....	.....	..

<sup>1</sup>Counties having an accident rate higher than the average rate for all counties are printed in red.

<sup>2</sup>Rate is of accidents in all industries including the coal mining and transportation and public utility industries.



ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
ACCIDENT REPORTS RECEIVED

1931	Total			General Industrial		Coal Mining		Transportation and Public Utilities	
	Total	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
TOTAL—Two Months, 1931.....	19,814	273	19,541	109	11,353	130	7,293	34	895
January.....	10,770	156	10,614	62	6,237	75	3,864	19	513
February.....	9,044	117	8,927	47	5,116	55	3,429	15	382
March.....	..	..	.....	..	.....	..	.....	..	..
April.....	.....	..	.....	..	.....	..	.....	..	..
May.....	.....	..	.....	..	.....	..	.....	..	..
June.....	.....	..	.....	..	.....	..	.....	..	..
TOTAL—Two Months, 1930.....	26,356	335	26,021	146	15,892	161	8,702	28	1,427
GRAND TOTAL.....	2,661,459	34,955	2,626,504	14,975	1,661,668	14,772	743,574	5,208	221,262

<sup>1</sup>Since the inception of the Act—January 1, 1916.

**AGREEMENTS APPROVED BY THE BUREAU OF WORKMEN'S COMPENSATION**

1931	Total	Fatal	Permanent Disability	Temporary Disability
<b>TOTAL—Two Months, 1931.</b>	14,633	326	669	13,638
January.....	7,804	134	373	7,297
February.....	6,829	192	296	6,341
March.....	.....	...	...	.....
April.....	.....	...	...	.....
May.....	.....	...	...	.....
June.....	.....	...	...	.....
<b>TOTAL—Two Months, 1930.</b>	15,156	276	481	14,399
<b>GRAND TOTAL<sup>1</sup></b>	1,112,708	29,384	34,936	1,048,388

**COMPENSATION AWARDED AND PAID**

1931	AWARDED				PAID			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
<b>TOTAL—Two Months, 1931.</b>	\$ 2,733,999	\$ 968,751	\$ 825,667	\$ 939,581	\$ 2,384,872	\$ 636,816	\$ 808,475	\$ 939,581
January.....	1,372,470	435,014	457,217	480,239	1,249,971	339,481	430,251	480,239
February.....	1,361,529	533,737	368,450	459,342	1,134,901	297,335	378,224	459,342
March.....	.....	.....	.....	.....	.....	.....	.....	.....
April.....	.....	.....	.....	.....	.....	.....	.....	.....
May.....	.....	.....	.....	.....	.....	.....	.....	.....
June.....	.....	.....	.....	.....	.....	.....	.....	.....
<b>TOTAL—Two Months, 1930.</b>	\$ 2,456,723	\$ 943,533	\$ 445,043	\$ 1,068,147	\$ 2,332,703	\$ 659,170	\$ 605,386	\$ 1,068,147
<b>GRAND TOTAL<sup>1</sup></b>	\$184,984,579	\$84,817,935	\$40,063,045	\$60,103,599	\$136,166,982	\$41,098,157	\$34,965,226	\$60,103,599

<sup>1</sup>Since the inception of the Act—January 1, 1916.

COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION  
PERMANENT INJURIES<sup>2</sup>

1931	Loss of Eyes		Loss of Arms		Loss of Hands		Loss of Fingers		Loss of Phalanges	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Two Months, 1931...	90	\$ 163,956	22	\$ 64,606	47	\$ 113,856	261	\$ 103,011	171	\$ 41,646
January.....	55	101,049	10	29,551	29	69,846	146	58,582	91	21,612
February.....	35	62,907	12	35,055	18	44,010	115	44,429	80	20,034
March.....	..	.....	..	.....	..	.....	..	.....	..	.....
April.....	..	.....	..	.....	..	.....	..	.....	..	.....
May.....	..	.....	..	.....	..	.....	..	.....	..	.....
June.....	..	.....	..	.....	..	.....	..	.....	..	.....
TOTAL—Two Months, 1930.	61	\$ 105,067	11	\$ 32,069	24	\$ 57,896	219	\$ 93,515	169	\$ 39,477
GRAND TOTAL <sup>1</sup> .....	8,709	\$12,705,629	1,155	\$2,709,401	3,523	\$6,741,095	11,607	\$4,295,319	9,260	\$1,881,826

PERMANENT INJURIES<sup>3</sup>—(Concluded)

1931	Loss of Legs		Loss of Feet		Facial Disfigurement		Miscellaneous			
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Per. Total Dis.		Per. Par. Dis. <sup>3</sup>	
TOTAL—Two Months, 1931...	28	\$ 74,078	37	\$ 75,529	55	\$ 16,853	No.	Amt. Awarded	No.	Amt. Awarded
January.....	12	36,300	18	37,558	22	6,748	9	47,525	22	48,446
February.....	16	37,778	19	37,971	33	9,105	10	52,068	12	25,093
March.....	..	.....	..	.....	..	.....	..	.....	..	.....
April.....	..	.....	..	.....	..	.....	..	.....	..	.....
May.....	..	.....	..	.....	..	.....	..	.....	..	.....
June.....	..	.....	..	.....	..	.....	..	.....	..	.....
TOTAL—Two Months, 1930.	10	\$ 28,286	21	\$ 44,769	27	\$ 10,690	7	\$ 33,274	..	.....
GRAND TOTAL <sup>1</sup> .....	1,614	\$3,737,336	2,233	\$3,876,339	879	\$452,119	759	\$3,372,627	121	\$291,354

<sup>1</sup>Since the inception of the Act—January 1, 1916.

<sup>2</sup>Multiple losses separated respectively.

<sup>3</sup>New classification established July 1, 1930.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
DURING FEBRUARY, 1931

CAUSE	Total of All Industries			Construction and Contracting			Coal Mining		Quarrying and Mining other than Coal Mining			Manufacturing								Textiles				
				Building Construction		Other Construction	Contracting	Anthracite		Bituminous	Total of Manufacturing Industries			Chemicals and Allied Products	Clay, Glass and Stone Products	Clothing	Food and Kindred Products	Leather, Rubber and Composition Goods	Lumber, Wood and Their Products		Paper and Paper Products and Printing			
	F	NF	F	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF		F	NF		
	117	8,927	4 319	5 175	2 375	29	2,033	26 1,396	2	71	18 2,636	3 148	..	162	1 140	..	361	1 74	3 214	..	139	..	176	
TOTAL OF ALL CAUSES.....																								
Working machinery and processes.....	4	651	..	15	..	9	..	14	..	35	1	58	..	1	3	462	..	5	..	6	..	77	..	53
Boilers and pressure apparatus.....	..	20	..	1	..	3	..	3	..	..	..	..	..	..	..	9	..	..	..	..	..	..	..	
Pumps and prime movers.....	29	17	..	..	..	1	..	7	..	4	..	2	..	..	..	10	..	1	..	1	..	1	..	
Transmission apparatus.....	1	17	..	..	..	..	..	2	..	5	..	8	..	..	..	8	..	1	..	2	..	2	..	
Elevators and hoists.....	..	55	..	4	..	2	..	12	..	11	..	11	..	..	..	14	..	7	..	1	..	1	..	
Cranes and derricks.....	2	142	..	3	..	10	..	28	..	8	..	2	..	..	..	82	..	2	..	2	..	2	..	
Cars and engines.....	26	660	..	..	..	1	..	6	..	262	6	307	..	4	2	20	..	10	..	8	..	3	..	
Motor vehicles.....	11	379	..	6	..	1	..	16	..	4	..	1	..	2	1	118	..	10	..	3	..	3	..	
Other vehicles.....	1	73	..	1	..	3	..	7	..	2	..	1	..	..	..	19	..	9	..	10	..	4	..	
Hand trucks.....	..	92	..	6	..	1	..	7	..	..	..	2	..	..	..	56	..	1	..	7	..	1	..	
Water and air craft.....	1	8	..	1	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
Handling objects—by hand.....	8	1,852	..	80	..	31	..	84	1	369	1	229	..	12	3	636	..	34	..	44	..	19	..	
Hand tools.....	..	838	..	29	..	14	..	29	..	206	..	173	..	8	..	222	..	8	..	11	..	35	..	
Electricity.....	1	55	..	3	..	2	..	14	..	14	..	14	..	1	..	1	..	1	..	2	..	1	..	
Explosive substances.....	5	107	..	2	..	..	..	9	3	35	..	6	..	1	1	27	..	1 6	..	2	..	3	..	
Hot and corrosive substances.....	1	254	..	17	..	6	..	5	..	16	..	9	..	..	..	133	1	15	..	13	..	1	..	
Falling objects.....	43	1,332	..	26	..	24	2	34	18	589	18	384	1	19	2	192	..	11	..	20	..	3	..	
Falls of persons.....	10	1,498	..	91	4	38	..	90	..	234	..	104	..	13	3	394	..	36	..	25	1	20	..	
Stepping upon or striking against objects.....	1	460	..	16	..	16	..	16	..	128	..	47	..	3	..	124	..	7	..	12	..	7	..	
Miscellaneous.....	2	415	..	18	..	9	..	15	1	110	..	41	..	1	..	88	..	5	..	7	..	2	..	

\*F. = Fatal.  
N. F. = Non-fatal.





## FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1927			1928			1929			1930			1931		
	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
January.....	170	14,497	14,667	161	11,975	12,136	161	13,644	13,806	180	14,107	14,287	156	10,614	10,770
February....	184	13,101	13,285	145	11,912	12,057	137	12,140	12,277	155	11,914	12,069	117	8,927	9,044
March.....	354	27,598	27,952	306	23,887	29,193	298	25,784	26,082	335	26,021	26,356	273	19,541	19,814
April.....	162	14,332	14,494	145	12,539	12,684	195	13,712	13,907	115	12,089	12,204			
May.....	516	41,930	42,446	451	36,426	36,877	493	39,496	39,989	450	38,110	38,560			
June.....	169	12,693	12,862	139	10,928	11,067	151	12,593	12,744	167	11,309	11,476			
July.....	685	54,623	55,308	590	47,354	47,944	644	52,089	52,733	617	49,419	50,036			
August.....	172	12,869	13,041	360	13,041	13,401	179	13,677	13,856	125	12,059	12,184			
September...	857	67,492	68,349	950	60,395	61,345	823	65,766	66,589	742	61,478	62,220			
October.....	185	13,441	13,626	190	12,503	12,693	137	13,679	13,816	139	11,871	12,010			
November...	1,042	80,933	81,975	1,140	72,898	74,038	960	79,445	80,405	881	73,349	74,230			
December...	176	12,548	12,724	138	12,291	12,429	172	13,302	13,474	171	12,066	12,237			
TOTAL.....	1,218	93,481	94,699	1,278	85,189	86,467	1,132	92,747	93,879	1,052	85,415	86,467			
	1,390	107,141	108,531	1,453	98,822	100,275	1,313	109,259	110,572	1,202	97,795	98,997			
	160	13,279	13,439	147	12,747	12,894	179	13,590	13,769	166	11,790	11,956			
	1,550	120,420	121,970	1,600	111,569	113,169	1,492	122,849	124,341	1,368	109,585	110,953			
	161	13,564	13,725	167	15,091	15,258	181	15,674	15,855	126	13,048	13,174			
	1,711	133,984	135,695	1,767	126,660	128,427	1,673	138,523	140,196	1,494	122,633	124,127			
	192	13,087	13,279	155	12,763	12,918	162	13,910	14,072	137	10,229	10,366			
	1,903	147,071	148,974	1,922	139,423	141,345	1,835	152,433	154,268	1,631	132,862	134,493			
	150	11,619	11,769	143	11,010	11,153	165	12,224	12,389	131	10,055	10,186			
TOTAL.....	2,053	158,690	160,743	2,065	150,433	152,498	2,000	164,657	166,657	1,762	142,917	144,679			

NOTE: The figures in italics represent the cumulative totals by month under each classification.



# LABOR AND INDUSTRY

*Published monthly by*

**DEPARTMENT OF LABOR AND INDUSTRY  
COMMONWEALTH OF PENNSYLVANIA**

*A. M. NORTHRUP, M. D., Secretary*

*LINCOLN C. CARSON AND EFFIE REIMENSNYDER, Editors*

---

**Vol. XVIII**

**MAY, 1931**

**No. 5**

---

## Contents

	<i>Page</i>
Square Pegs in Square Holes. . . . . John R. Richards, The Pennsylvania State College.	3
Philadelphia Electric Company Safety Awards. . . . .	6
They Put Safety First. . . . .	8
Recent Opinion of Workmen's Compensation Board. . . . . Procedure in establishing earning power.	12
Revised Schedule of Hearings of Workmen's Compensation Board. . . . .	21
Building Permits in the Principal Municipalities of Pennsylvania in 1930. . . . .	22
Industrial Board. . . . .	42
Departmental Notes. . . . .	46
Review of Industrial Statistics. . . . . William J. Maguire, Director, Bureau of Statistics.	47
Directory of Offices. . . . .	70



DEPARTMENT OF LABOR AND INDUSTRY

A. M. NORTHROP, M. D., *Secretary*  
CHARLOTTE E. CARR, *Deputy Secretary*

---

BUREAU OF INSPECTION

HARRY D. IMMEL, *Director*  
T. J. GOULD, *Assistant Director*

---

BUREAU OF WORKMEN'S COMPENSATION

W. H. HORNER, *Director*  
M. G. LEHMAN, *Assistant Director*

---

BUREAU OF REHABILITATION

HARRY TREBILCOX, *Director*

---

BUREAU OF EMPLOYMENT

S. S. RIDDLE, *Director*

---

BUREAU OF INDUSTRIAL STANDARDS

JOHN CAMPBELL, *Director*  
S. W. HOMAN, *Assistant Director*

---

BUREAU OF INDUSTRIAL RELATIONS

AMBROSE LANGAN, *Director*

---

BUREAU OF STATISTICS

WILLIAM J. MAGUIRE, *Director*  
TOLBERT C. K. SMEE, *Assistant Director*

---

BUREAU OF WOMEN AND CHILDREN

BEATRICE McCONNELL, *Director*

---

BUREAU OF BEDDING AND UPHOLSTERY

M. P. FREDERICK, *Director*  
FRED W. WYBLE, *Assistant Director*

---

BUREAU OF ACCOUNTING

WILLIAM C. HALFPENNY, *Director*

---

INDUSTRIAL BOARD

A. M. NORTHROP, M. D., *Chairman*  
GEORGE W. FISHER  
JOHN A. PHILLIPS

MRS. HUGH NEELY FLEMING  
A. L. LINDERMAN  
JAMES S. ARNOLD, *Secretary*

---

WORKMEN'S COMPENSATION BOARD

A. M. NORTHROP, M. D., *ex-Officio*  
ARTHUR C. DALE, *Chairman*  
EDWARD J. HUNTER

WILLIAM J. BURCHINAL  
J. C. DETWEILER, *Secretary*

---

STATE WORKMEN'S INSURANCE BOARD

A. M. NORTHROP, M. D., *Chairman*  
CHARLES F. ARMSTRONG, *Insurance Commissioner*  
EDWARD MARTIN, *State Treasurer*

---

STATE WORKMEN'S INSURANCE FUND

W. JACK STITELER JR., *Manager*  
J. G. BINGAMAN, *Assistant Manager*

# SQUARE PEGS IN SQUARE HOLES

## Services Offered by the Pennsylvania State College for Scientific Selection and Placement of Workers

BY JOHN R. RICHARDS

*Department of Engineering Extension  
The Pennsylvania State College*

Young people are often made to realize the great importance of a right decision, in trying to determine upon a life work, by impressive stories of "round pegs in square holes"—men fitted for one type of work failing because they tried to succeed in another type for which they were not fitted.

The task of weighing his qualities and deciding upon a vocation is difficult for a young man. It is often much easier for an industry to chart jobs and place proper men in them than it is for boys inexperienced in industrial work to decide for which work they are best fitted. A first-class product cannot be made from second-class materials, neither can a man, even though highly trained, be efficient or happy in a job if he is not capable of performing that job. It has been found in industry that a profitable procedure is to place each employe in the work for which he is most capable and in which he is most interested.

In the past more emphasis has been placed upon adapting the most available man to the job than upon selecting a job for the man. Is not this a misplaced emphasis?

In the training of army and navy pilots, this modern trend is clearly shown. Because of the great expense of aeronautical training for pilots, applicants are judged by means of psychological tests rather than by the number of their "crack-ups." Elimination by tests can be done in a scientific and reliable way, and it has been found possible by means of specifications and tests to choose the men in a given group who will be most likely to become successful pilots. Proper selection by this means saves dollars and cents in lost time, equipment, and salaries, and is as advantageous to the rejected applicant as to the government.

Intelligent selection and placement is just as important in industry as it is for the government, as profitable for the company administering it as for the men who are placed in jobs for which they are capable. The inherently slow man can be told that he will not succeed at piece work and the intelligent youth that he will not succeed in a monotonous job. The girl with an unpleasing personality can be placed in the wrapping department, not in the sales department. Such foresight is possible in all plants and is being practiced in many.

Some industrial psychologists state that it is possible to predict by a thirty-minute test the probable success or failure of an individual in a four-year apprenticeship, or even in the work of a lifetime. While this is a strong statement, it

is undoubtedly true that tests serve a purpose, and constitute a valuable supplement to any selection and placement system.

## THE COLLEGE PLAN

There is no yardstick that can automatically place employes in the jobs most suited to their ability. Yet effective measures can be developed by patient and careful study. For the purpose of making this scientific study of men and jobs available to Pennsylvania industries, the Department of Engineering Extension of The Pennsylvania State College has added several industrial psychologists to its staff. These specialists, upon request, are temporarily assigned to businesses throughout the state. Their work in the individual plant conforms in general to the following outline:

1. The job that shows the most need of improvement, indicated by such conditions as a costly turnover of workers, a low efficiency record, or an excess of loss and damage is charted for a job analysis. This analysis tells just what qualities are necessary for the worker in that job and it also covers the conditions of the work, *i. e.*, hours, dangers involved, and so forth.

2. Some method of establishing the degree of success of present workers at the job is determined. This may be by salary, production records, length of service, test scores, or other measure. When this criterion is determined, a number of the men serving at the job are rated as to their relative success.

3. Test, questionnaires, rating scales, and measurements are then formulated in accordance with the job analysis and the rating of men. These tests and questionnaires aim to measure the good qualities stated in the job analysis and the qualities which make successful workers.

4. These tests are then given to the selected group of men and they are ranked for scores. If this ranking of these men checks with the ranking made by use of production records, then the tests are valid. Those tests which are not valid, are discarded, making the others stronger.

5. The tests which have been judged valid are then adopted and used in the selection of new workers. The best results are obtained when the tests are constantly studied and altered with changing conditions.

Usually before any of the above steps are taken, the Department of Engineering Extension conducts a preliminary survey to determine what jobs, if any, really need a scientific selection system. This preliminary survey guards

against beginning a useless study—one based upon too few workers or upon an inadequate criterion.

Scientific selection of men is not a cure-all for industrial ills, yet it can do much to advance satisfaction and harmony in industry. Lives and dollars can be saved by putting the patient man in the job requiring care, the fast worker in the job requiring quickness, and the intelligent man in the job requiring constant adjustment.

Many industries are not able to employ a psychologist and it is for the purpose of aiding such industries that The Pennsylvania State College offers the services of professional employment men. The Department of Engineering Extension is primarily interested in the training of men, but its staff realizes that the only workmen really worth training are those who are physically and mentally capable and well qualified to carry on their jobs.



## PHILADELPHIA ELECTRIC COMPANY SAFETY AWARDS

### Six Departments Win Bronze Plaques in 1930 Lost-Time Accident Elimination Contest

Six departments of the Philadelphia Electric Company qualified for the award of bronze safety plaques in the 1930 lost-time accident elimination contest conducted annually by this company. The presentations were made by H. B. Bryans, vice-president in charge of operations, at a meeting held in Philadelphia on March 3, 1931.

Under the plan of organization of the contest six divisions are formed and each is divided into sections. The sections compete for the plaque assigned to their division. Sections are again divided into groups not exceeding twenty-five employes, and these groups compete for individual prizes assigned to each winning section. The individual prizes in the 1930 contest were fountain pens for the members of the winning groups in the first five winning sections; and charms, which were replicas of the plaque, for the sixth group.

The contest is based on the number of lost-time accidents per one hundred employes, with an added penalty of one lost-time accident for each fatality. Thirty-five units participated in the 1930 contest which included more than 5,000 employes.

The winning sections and the winning groups within the sections are as follows:

Suburban Stations (Barbadoes and West Chester), Generating Station Group;

Suburban Substations, Substations Groups;

Underground Department, Transmission, Distribution, and Maintenance Group;

Stores Department, Miscellaneous Group;

Main Line Division, Suburban Divisions Group;

Norristown Section (Ardmore, Bristol, Oreland, Pottstown, and West Conshohocken), Gas Production Group.

The record of the Philadelphia Electric Company for 1930 shows a 27 per cent reduction in lost-time accidents, 21 per cent reduction in number of days lost due to accidents, and a 55 per cent reduction in fatalities. These reductions were accomplished in spite of the fact that the average number of employes over the 12-month period increased from 7,896 in 1929, to 8,133 in 1930.

PHILADELPHIA ELECTRIC COMPANY  
SAFETY PLAQUE



PHOTOGRAPH OF BRONZE BAS-RELIEF TABLET AWARDED EACH OF SIX DEPARTMENTS IN 1930 LOST-TIME ACCIDENT ELIMINATION CONTEST



## THEY PUT SAFETY FIRST\*

### OUTSTANDING ACTIVITIES OF PENNSYLVANIA INDUSTRY ASSEMBLED BY THE BUREAU OF INSPECTION

The Federation of Churches in Philadelphia did its bit for the March no-accident drive by publication of a notice in behalf of safety in the factory, in the home, and on the street. This notice was contained in a bulletin sent to all of the churches in Philadelphia and to 1,200 others.

---

An appropriation of \$500 for posters was one item of the Western Pennsylvania Safety Council's contribution to the state-wide, no-accident drive in March.

---

The Pure Oil Company, with 600 employees in its refinery, at Marcus Hook, went through five consecutive months in 1930 without a lost-time accident. Mr. McCadden, Works Manager, is in charge of safety.

---

The Duquesne Light Company, by its operation for the first six months of 1930 with less than three lost-time accidents for every million hours worked, was awarded first prize in the National Safety Council's Public Utility Contest. Six life saving metals were presented to employees during 1930 for life saving by the Schafer Prone Pressure Method of Resuscitation following asphyxiation by gas.

---

Hess Brothers Company, Incorporated, of York, building contractors and planing mill operators, experienced one lost-time accident among 30 employees in 1930.

---

The Pittsburgh Forgings Company reports a 75 per cent reduction in accidents in 1930 as compared with 1929, with a reduction of only 25 per cent in number of employees.

---

A single lost-time accident marred an otherwise perfect safety record of the York Corrugating Company, sheet metal workers, and manufacturers of automobile fenders, with 125 employees in 1930.

---

Rice Safety Award winner and third prize winner in the National Safety Council Contest among gas companies employing more than 500 men for the first six months of 1930, the Equitable Gas Company, of Pittsburgh, operated

---

\*This will be a regular feature in **Labor and Industry**. Pennsylvania concerns are invited to submit from time to time safety records that they consider worthy of publication. Address: Director, Bureau of Inspection, Department of Labor and Industry, or your Divisional Supervisor of the Bureau.

continuously with its entire force from April 25, 1930, to September 25, 1930, a total of 753,738 man-hours, without a lost-time accident. Three life saving medals were awarded to employees during the year.

---

Eight years of operation with two lost-time accidents in that period among an average of 600 employees is the record of the Dentists Supply Company, of York, manufacturers of artificial teeth.

---

The Peoples Natural Gas Company has issued an accident report covering the period from 1926 to 1930 which shows a remarkable improvement in safety over that period. In 1926, the company experienced 27 lost-time accidents among an average of 1,329 employees working 3,318,186 man-hours, a frequency rate of 8.139 accidents per million hours worked. In 1930, the number of lost-time accidents was eight out of an average of 1,359 employees working 3,394,064 man-hours, a frequency rate of 2.357. The severity rate for 1930 was .069 with a total compensation cost, including medical expense, of 5.87 cents per one hundred dollars of payroll. Among the districts which have made outstanding records, and the period of man-hours worked in each without a lost-time accident are: Belle Vernon and Monessen Field, 627,120; Altoona City Plant, 561,140; Clarion Field District, 388,746; Armstrong Field District, 262,080; and Greene County Field District, 936,892.

---

The Steelton and Highspire Railroad, operated by the Steelton plant of the Bethlehem Steel Company, with 165 employees, reported under date of January 21, 1931, no lost-time accident since February 14, 1929.

---

"Is exposure always the proper basis for comparison of accident records?" is the unique question implied by Chairman S. D. Boyd, of the General Safety Committee of the American Chain Company's plants, at York, in pointing out some oddities in this concern's 1930 records. The plants that showed the best reduction in accidents for 1930 were those that operated on a schedule equal to that of 1929, Mr. Boyd states. The exposure of the Manley plant was 18 per cent less in 1930 than in 1929, but accidents there showed increases of 42.8 in frequency and 24 per cent in severity. "It seems to me," says Chairman Boyd, "that we create an increased hazard when reducing the number of working hours on a piece work operator. When you reduce his working schedule you have reduced his weekly income, and in an endeavor to earn as much as possible he undertakes to increase his output and necessarily increases the strain under which he is working, which naturally increases the accident hazard."

---

An attractive news letter over the signature of H. J. Griffith, Superintendent of Safety and Welfare of the Pittsburgh Works of the Jones and Laughlin Steel Corporation, calls upon superintendents and foremen to assist the Department



of Labor and Industry in its safety drives of March and October and "Help Knock Off the Peaks."

---

One lost-time accident during 1930 among 60 employees is reported by the Steelton quarries of the Bethlehem Mines Corporation. The Hanover quarries of the same corporation report no lost-time accidents for a period of 795 days among 125 employees.

---

The West Penn Power Company in the January issue of its breezy publication "Safe-T-Valve," endorses the Bureau of Inspection's March and October no-accident drives with the assertion: "Our contribution to this program and our main job is right here in our own territory, and we want to tackle it in such a manner that there will be no 'peaks' in West Penn's accident experience." Incidentally, the West Penn Company publishes a chart which shows January and August to be that concern's peak accident months over an average of the last five years, and as an example of knocking off peaks, the company in January of this year reduced its accidents of that month from the five-year average of 19 to 9, which is a better record than the average for any single month in the year on a five-year basis.

---

The following departments at the Steelton plant of the Bethlehem Steel Company are eligible for the Pennsylvania Department of Labor and Industry Honor Roll of 1930, having had no lost-time accidents in the year: Police department, 40 employees, no lost-time accidents since September 22, 1927; blast furnace department, 175 employees, 660 days; coke oven department, 170 employees, 390 days; locomotive repair department, 35 employees, 369 days; car repair shop, 25 employees, 783 days; blacksmith shop, 45 employees, 1,689 days; boiler shop, 80 employees, 392 days; tin shop, 20 employees, 1,856 days; pipe shop, 35 employees, 3,070 days; roll shop, 40 employees, 480 days; steam department, 100 employees, 1,085 days; physical laboratory, 30 employees, 1,085 days. The following departments having had less than the state average of 3.5 accidents per 100 employees in 1930 take places on the Merit Roll: Power department, frog shop, general labor department, cinder dump department, brick department, carpenters and painters department, electrical department, and machine shop. The entire Steelton plant, which was second in the safety contest among Bethlehem Steel Corporation plants for the month of January, 1931, with a reduction of 91 per cent as compared with 1930, is entitled to merit honors for 1930, having averaged less than 3.5 accidents per one hundred employees.

---

The Rossman-Weaver Shirt Company, of Treverton, Northumberland County, with an average of 110 employees, operated throughout 1930 without a lost-time accident.

One lost-time accident in the past four years is the record of the G. W. Hubler Shoe Company, of Auburn, with 50 employes.

---

Announcing hearty cooperation in the Bureau of Inspection's 1931 safety drive, Personnel Director, E. L. Rhoads, of the Autocar Company, at Ardmore, writes to Supervising Inspector Hackett at Upper Darby: "I wish to take this opportunity to reassure you that the Autocar Company is back of you 100 per cent in your safety endeavors, and that you can count on us at all times to cooperate with you and your Department."

---

Assistant Manager Arthur W. C. Smith, of the Phoenix Iron Company, at Phoenixville, writes the Department of Labor and Industry relative to the 1931 safety campaign: "We will cooperate with your Department in every way in the safety drive to 'Knock Off the Peaks,' also to have a general all around reduction of accidents."

---

The Anthracite Shirt Company, of Treverton, with an average of 175 employes, wins Honor Roll position by an accident-free year in 1930.

---

"You can count on the Lukens Steel Company for 100 per cent cooperation in the campaign now being put on by the Department of Labor and Industry," is the reassuring message from George K. Imm, Safety and Welfare Director of that concern located at Coatesville.

# RECENT OPINION OF THE WORKMEN'S COMPENSATION BOARD

MIKE BOZICK v. STATE WORKMEN'S INSURANCE FUND

*Partial Disability—Earning Power—Procedure in establishing—Burden of proof.*

When an employer seeks to show that total disability no longer exists he must assume the burden of proving either full restoration or the extent to which earning power has been restored.

Something more tangible is required than the testimony of the defendant's doctor or doctors that the "claimant is able to do some light work" to shift the burden to the claimant to produce proof as to earning power.

To reach a conclusion as to the earning power of the individual, medical testimony should be supplemented by that of experts in the labor field who are able, by examining into a man's mental and physical qualifications and his past experience, to judge approximately what his earning power is, together with consideration of any actual wage earnings on the claimant's part.

OPINION BY COMMISSIONER HUNTER—APRIL 7, 1931

Mike Bozick was a timberman for the Buckeye Coal Company at Nemacolin. On February 11, 1929, he was caught between a car and a sidewall. His pelvis was fractured and he sustained other injuries.

On March 1, 1929, the employer's insurance carrier, the State Workmen's Insurance Fund, entered into Compensation Agreement No. 2,444,747 with Bozick. The insurance carrier agreed that Bozick's disability was total, that his injuries had been suffered while he was in the course of his employment, and that his average weekly wage for sometime prior to the accident had been \$31.50. His compensation was fixed at the rate of \$15.00 a week, to run for an indefinite period, subject, however, to the 500 week limitation of the Act.

On June 27, 1930, the insurance carrier filed a petition for "termination, modification, or suspension." The matter now comes before us on Bozick's appeal from the referee's findings of fact, conclusions of law, and order of suspension.

In substance, the referee decided that Bozick "still has some disability, as a result of injuries," but has sufficiently recovered to "return to some form of light work." So he suspended the agreement "until such time as claimant resumes work and establishes an earning power, at which time if he should have a loss in earnings as result of his partial disability resulting from his injuries, compensation payments may be reinstated."

Thus Bozick is adjudged by the referee to be suffering "some partial disability," of a degree limiting him to "some form of light work." And the burden is placed upon him of proving to what extent his partial disability is compensable. He is directed to get a job and "establish an earning power"

so that there may be a basis for ascertaining what his compensation, if any, should be, under Section 306, Paragraph B, of the Act.

In making this order the referee has followed a course laid down by preceding Workmen's Compensation Boards. It is a course which we do not believe to be in harmony with the letter or spirit of the Workmen's Compensation Act or the decisions of the Supreme and Superior Courts. Therefore, we propose to discuss this case at some length, as the case of Bozick is typical of many others which have been passed on heretofore and typical likewise, we have no doubt, of many more that will come before referees and the Board.

It is particularly important that we should do this because the Act has been so written that the appellate courts have refrained from interfering with the judgments of the referees and the Board on findings of fact. The courts consistently have held that: "The legislature has confided to the Compensation Board and referee the exclusive function of determining what facts are established." *Kuca v. Lehigh Valley Coal Company*, 268 Penna., 163-165. Consequently, if the facts have been found wrongly in Bozick's case the responsibility for correcting the error rests squarely on the Board, which has the power under Section 423 to examine the testimony taken before the referee and to substitute such findings of fact and order as in its judgment shall be required.

First let us examine the prayer of insurance carrier's petition. It says: "In case the claimant is not entitled to payment of compensation after May 4, 1930, to which date he has been paid inclusive, we ask for termination of the agreement. In case he suffers a permanent loss we ask for modification of the agreement to provide for such loss. And, in case he is entitled to payment of compensation for partial disability, we would ask for a suspension of payments until such time as he may be able to establish an earning power upon which compensation may be based."

The demand made in the latter sentence we deem to be one which is highly improper, under the circumstances. It is an attempt to place upon the claimant a substantial part of the burden of proof required to prove the contention of the defendant that the total disability has ceased, or become partial disability.

Defendant found its authority for filing this petition in Section 413 of the Act, which says: "The Board, or referee designated by the Board, may, at any time, modify, reinstate, suspend, or terminate an original or supplemental agreement or an award upon petition filed by either party with such Board upon proof that the disability of an injured employe has increased, decreased, recurred, or has temporarily or finally ceased, or that the status of any dependent has changed."

The Supreme Court definitely has told us what the defendant must prove in order to get the relief which is sought under Section 413.

In *Berskis v. Lehigh Valley Coal Company*, 273 Penna. 243, Mr. Justice Schaffer said: "While the appellee's injury is not permanent, the disability is total at the present time; when it ceases to be, defendant can pursue the method



provided by the Act to curtail the payments by proving either that the total disability has ceased, or that the total disability has been followed by partial disability, and showing, according to the provisions of Paragraph (b), (Section 306), what the rate of compensation for partial disability should be, and obtaining credit for the number of weeks during which compensation was paid for total disability."

It is clear, therefore, that the defendant can do either of two things. He may prove that the total disability has ceased; which, of course, ends the compensation payments altogether. Or, he may prove that the total disability has been followed by partial disability, and showing, according to the provisions of the Act, what the rate of compensation for partial disability should be.

In *Scharatt v. Haddock Mining Company*, 9 Department Reports 2035, the Workmen's Compensation Board of that time made an attempt to interpret just what it believed Mr. Justice Schaffer meant, and its interpretation was exactly what we believe the Justice did not mean. It requires only an application of common sense and a knowledge of what goes on around us every day to understand what the Justice said.

Men sustain injuries which produce total disability for certain periods. Then they are able to go back to work with the same earning power which they previously had. Other men sustain injuries which not only produce total disability for a period, but which, after the total disability has ceased, leave the injured men in a state of partial disability. So, as the Act contemplated both of these two conditions, the Justice told us what could be done by the defendant, either under the one state of affairs or the other. To us this is just as plain as daylight.

In the train of this *Scharatt v. Haddock Mining Company* decision by the Board, which unfortunately never got to the Supreme or Superior Courts, there has grown up a rather serious misconstruction of the law, of which Mike Bozick's case is an illustration.

In addition there appears to be a belief among attorneys handling compensation cases that the effect of Judge Fuller's decision, in *Gowles v. Hudson Coal Company*, C. P. Lackawanna, 6 Walnut, Workmen's Compensation Court Decisions 94, was to place upon the claimant the burden of proving earning power at all times. We have examined Judge Fuller's decision in this case and we find it does nothing of the kind. It does not attempt to abridge Justice Schaffer's ruling at all.

In *Gowles v. Hudson Coal Company*, the claimant admitted that he was able to do light work, so that the Court, of course, ruled that he had, by this admission, shouldered the burden of proving earning power. Justice Schaffer's opinion deals with cases such as Bozick's, where the claimant does not make such an admission, but on the contrary claims that total disability still continues.

Mr. Justice Schaffer stated no new or radical principle. It is not only clearly in conformity with Section 413 of the Act but it is an embodiment of the

long-standing legal rule that the burden of proof of a particular allegation shall rest upon the side to whose case it is necessary. And that burden cannot be met by producing testimony that is vague and indefinite.

Even if we were forced to rest entirely upon our own construction of the Act's language, it would be our judgment that when the defendant asks for the ending or curtailment of compensation payments, the Board or the referee should not find the facts against the claimant on testimony which they consider, under the law, insufficient. As fact finders they should have something more tangible than the testimony of the defendant's doctor or doctors that claimant is "able to do some light work," before they shift the burden of proof as to earning power onto the claimant.

Obviously such medical testimony cannot reach beyond an opinion as to claimant's physical condition. It is important testimony as showing the measure of the claimant's recovery from the injury which he sustained, but it certainly does not show in what measure there has been a decrease in his disability, as the term disability is to be construed under the Workmen's Compensation Act.

In *Woodward v. Pittsburgh Engineering and Construction Company*, 293 Penna. 338, Mr. Justice Kephart said: "The disability contemplated by the Act is the loss, total or partial, of the earning power from the injury." This is a very succinct definition of the term "disability" which crystallizes similar rulings expressed in other words, in other cases, by other members of both the Supreme and Superior Courts.

Therefore, relating the opinions of the Supreme Court written by Mr. Justice Schaffer and Mr. Justice Kephart, we conclude that:

1. Claimant's disability must be measured in terms of earning power.
2. While he has no earning power his disability is total. If his earning power is restored to what it was before his injury his total disability has ceased. If he regains any particular degree of earning power his total disability becomes partial disability.
3. When defendant seeks to show that total disability no longer prevails, he must show that the earning power has been entirely restored, or that the earning power has been restored in such measure as to make it compensable under Paragraph (b), Section 306.
4. To achieve the latter end it is incumbent upon defendant to go beyond medical testimony and show in what degree the earning power has been restored, unless the claimant admits defendant's allegations.

Following along this line, which we believe to be entirely in conformity with the phraseology and intent of Section 413, and the interpretation put upon it by the Supreme Court in *Berskis v. Lehigh Valley Coal Company*, *supra*, we shall carry out more completely the humanitarian purposes of this Act. When defendant in this manner proves that partial disability has followed the total

disability we shall derive from the defendant something tangible to assist in arriving at compensation for the claimant's partial disability under Paragraph (b), Section 306.

We do not believe it was the intent of the Legislature to allow Section 413 to be used to freeze out victims of industrial accidents who might justly be entitled to compensation.

When, after proper proceedings and sufficient evidence, a claimant's agreement or award has been terminated, and he later comes in with a petition to have himself compensated for any further disability, it is true that the burden of proof as to earning power devolves upon him.

But, when, as in the instant case, a total disability agreement is sought to be terminated, modified or suspended purely on medical testimony, which is far from convincing even as to physical restoration, and the claimant is told that he must get a job and establish an earning power before he can get compensation for partial disability, the Board and the appellate courts, if they countenance such a course, would be put in a position of affirming an act diametrically opposed to the humanitarian intent of the Legislature. We, at least, feel that we would be in the same position as the railroad magnate, who, it is told, called in his secretary, after listening to a former classmate's tale of woe, and said: "This man is breaking my heart; throw him out."

Furthermore, these directions to the claimant implying that he can simply go out and get a job and establish an earning power are neither in line with decisions of the appellate courts as to the manner in which earning power shall be established, nor with the rule of prudence which should govern the administration of the Workmen's Compensation Act.

It is entirely conceivable that a dishonest claimant might go out and get a job at next to nothing in wages, and then come in and ask for compensation for partial disability, based on that wage. It is likewise conceivable that an honest claimant, really desirous of getting a job in obedience to the directions of the referee, or Board, might be unable to do so, either because of the scarcity of jobs, or because employers did not wish to take him on, in view of his compensation history.

But assuming that the claimant did go out and get a job, at a wage which appeared to be *bona fide*, this wage of itself might not be sufficient to meet the requirements as to the proof of earning power.

In *Johnson v. Jeddo Highland Coal Company*, 16 Department Reports, page 551, Judge Keller touches upon this distinction between wages and earning power. He said: "In making the award for partial disability the referee apparently proceeded on the theory that the loss of earning power was measured by the difference between the claimant's wages as engineer and as laborer. That is not the rule, any more than the principle under which the parties proceeded when the final receipt was signed was the correct one. The defendant company treated the claimant with great consideration. He was given employment as



an engineer, at his former rate of wages, as long as work of that kind could be found for him. He lost his job as engineer, not because he was unable to work any longer in that position, but because the engine shut down. It would have been the same whether he had been hurt or not. When work as an engineer was no longer available to him, the defendant found employment for him as a laborer. There is no evidence that he received less wages than any other laborer with both legs sound. The defendant company cannot be held to guarantee the claimant labor as an engineer; and the fact that on the shutting down of the engine he was given employment as a laborer, is no evidence that his loss of earning power was measured by the difference between his wages as an engineer and as a laborer. The result might have been the same had he never been hurt. There should be some evidence in the case, difficult as it may be to obtain, of the loss of earning power suffered by the claimant, because of the amputation of half of his foot, on which to base an award. The measure adopted by the referee is not the just and reasonable basis of determining the loss due to his partial disability. Had he received less wages as an engineer after his return to work, or had he received less wages as a laborer than any other laborers were paid, the case would be different; but in the circumstances here present the award cannot stand, and the case must go back for further evidence and consideration by the Board."

Here is not only affirmation of the point that "wages" alone do not always give the basis for determining "earning power," but what we may take as a suggestion as to other means of arriving at the goal sought. "There should be some evidence in the case," says Judge Keller, "difficult as it may be to obtain, of the loss of earning power suffered by the claimant because of the amputation of half of his foot, on which to base an award."

It would appear to us that when defendant seeks to show a decrease of disability, which in this Act means an increase of earning power, he should be allowed to show by means of witnesses, familiar with the labor field and qualified to testify on such a point, just what the approximate earning power of the claimant is; and this, naturally, the claimant could meet with rebuttal testimony of like qualified witnesses. Thus something tangible would be provided for meeting the requirements of Paragraph (b), Section 306, in making a fair and reasonable award for the partial disability. Conversely, the same kind of testimony would appear to be admissible when the burden falls upon the claimant.

It should be remembered, however, that such testimony to be at all acceptable would have to be in terms of earning power. Evidence based on percentage of efficiency has been rejected in the past, and would be rejected again.

Further support of this view is found in *Bausch v. Fidler*, in which Mr. Justice Kephart said: "In order to determine the compensation claimant is entitled to receive on account of the partial disability due to the injured wrist, the Board, in the exercise of a sound discretion, must find the unknown quantity,



“earning power,” in Section 306 (b). Earning power, under the statute, does not always depend upon the sum actually received, but on a consideration of all the elements that make it up or detract from it as defined or considered by the Compensation Act.”

It is our view that in seeking “the unknown quantity,” of which Mr. Justice Kephart speaks, we must travel with medical science as far as it will carry us and then we must connect with and travel under the guidance of experts in the labor field, who are able, by examining into a man’s mental and physical qualifications and his past experience, to judge approximately what his earning power is. Of course, we should take note, as we go along, of any actual wage earning on the claimant’s part. We believe that this is what the appellate courts, over a long period, have been trying to make clear to us.

We are confident of one thing, that there has been no disposition on the part of the appellate courts to compel the Board to accept medical opinions alone as sufficient for terminating, modifying, or suspending a total disability agreement or award. On the contrary, we will say that the Supreme and Superior Courts, ever since the inception of the Workmen’s Compensation Act, have persistently endeavored to preserve the Act as what it was intended to be, a medium of giving a square deal to the victims of industrial accidents.

In the Bozick case, which we are considering, we believe that the medical testimony was not sufficient to warrant the termination, modification or suspension of the total disability agreement. The defendant’s case was supported entirely by Doctor C. P. Read, who it appears is in the employ of the Buckeye Coal Company. Doctor Read described Bozick as crippled and having a shortening of the right leg, “having some deformity.”

He also said: “I have no doubt the man has some pain or deformity, but that does not mean he should not go to light work.” Pressed for the basis of this opinion that Bozick is able to go to “light work,” the doctor said, “for this reason . . . his fracture, at this time, if there is overlapping of the fracture, would heal . . . he has shortening of the right leg, and has some deformity always present there, but that does not keep him from doing light work.”

Against this there is the testimony of Doctor F. J. Arch, called by claimant, who testified that claimant has a three-inch shortening of the right leg, that the claimant had been advised to put a  $\frac{3}{4}$ -inch sole and heel on his shoe in an attempt to relieve pain in his thigh and hip, but this apparently had not produced any result.

Doctor Read testified that the employer had offered claimant “light work” in the form of a job sweeping the machine shop floor and keeping it clean, which involved picking up pieces of steel. This job would have paid forty cents an hour. The claimant, however, declared himself unable to perform these duties. On these points, Doctor Arch was asked:

Q. "Do you think he could, with his pain, do sweeping, or shifting steel around?"

A. "I think sweeping for any length of time would aggravate his pains . . . any length of time on his feet would aggravate his pain."

Further he said: "I would be of the opinion that any sweeping he may be able to do is for one-half an hour, and then he would have the same pains as he had before." He also asserted that after sweeping for one hour the claimant would have to have a rest of about eight hours. He attributed the claimant's condition to "an overlapping of the symphis, pubus fully one and a half inches," and added, "There is a shortening of the right leg . . . it is what we call 'lopsided.'" Until he is straightened out, he will always have the pain, I attribute it to the nerve muscles."

With the medical testimony in such a state as this, with the two medical witnesses agreeing that the claimant had been crippled, is at present deformed, and that he suffers pain, it appears to us that there is not sufficient evidence to justify the finding of fact that he has recovered from his injury, let alone a finding of fact that there has been a lessening of his disability.

Even assuming that the testimony of the defendant's medical witness should be accepted as conclusive in respect to the claimant's physical condition, we believe the defendant should be required to go further, and by other means demonstrate that there has been a cessation of the claimant's total disability in the form of a return of earning power.

It is true that in a measure the defendant has approached this phase of the proof required under Mr. Justice Schaffer's statement in *Berskis v. Lehigh Valley Coal Company*, supra, by the doctor's testimony that the claimant was offered, "light work at forty cents an hour." But it would appear to us that this one item of evidence does not meet the requirements laid down by Judge Keller in *Johnson v. Jeddo Highland Coal Company*, supra. Moreover, the medical testimony leaves it an open question as to whether Bozick is able to do this "light work." We believe the defendant should go beyond the medical testimony of one doctor, who it appears is on the Buckeye Coal Company's payroll, in proving that the claimant is really able to perform the duties of the job offered. If the claimant is in a physical condition to do such "light work" there ought to be something in his daily life to support such a contention.

All in all, we do not believe that the referee's findings of fact, so far as they sustain the alleged lessening of the claimant's total disability, under his agreement with the State Workmen's Insurance Fund, are based on sufficient evidence.

Under, and in conformity with Section 423 of the Act, we sustain claimant's appeal and make the following revisions in the referee's finding of fact, conclusion of law, and order of suspension;

## FINDINGS OF FACT

First: The referee's first finding of fact is affirmed.

Second: The following finding of fact is substituted for the referee's second finding of fact:

That the defendant has not presented sufficient competent evidence to prove that the claimant's total disability, under compensation agreement number 2,444,747 has decreased, or temporarily or finally ceased.

## CONCLUSION OF LAW

First: For the referee's conclusion of law the following is substituted: The defendant, not having presented sufficient competent evidence to prove that the claimant's total disability has ceased, or decreased, there is no proper basis, under the terms of the Act to modify, suspend, or terminate the aforesaid compensation agreement in compliance with defendant's petition.

## ORDER

The referee's order of suspension is reversed and set aside and the Board orders, adjudges and decrees, that compensation agreement number 2,444,747, executed by and between Mike Bozick, claimant, and the Buckeye Coal Company, employer, and the State Workmen's Insurance Fund, defendant, be restored to effectiveness as of the date under which the compensation payments provided under it were last made, and that these payments shall continue according to the stipulations of the agreement, and the limitation of the Act, until such a time as defendant presents sufficient competent evidence to prove that the total disability of the claimant has decreased, or has temporarily or finally ceased.

## REVISED SCHEDULE OF HEARINGS WORKMEN'S COMPENSATION BOARD FOR 1931

PHILADELPHIA . . . . .	June 10-11-12
SCRANTON . . . . .	June 17
WILKES-BARRE . . . . .	June 18
POTTSVILLE . . . . .	June 19
PITTSBURGH . . . . .	June 29-30; July 1-2
HARRISBURG . . . . .	July 6
PHILADELPHIA . . . . .	July 7-8-9
PITTSBURGH . . . . .	September 1-2-3-4
HARRISBURG . . . . .	October 13
PHILADELPHIA . . . . .	October 14-15-16
SCRANTON . . . . .	October 20
WILKES-BARRE . . . . .	October 21
POTTSVILLE . . . . .	October 22
PITTSBURGH . . . . .	November 18-19-20
HARRISBURG . . . . .	December 1
PHILADELPHIA . . . . .	December 2-3-4
SCRANTON . . . . .	December 7
WILKES-BARRE . . . . .	December 8
POTTSVILLE . . . . .	December 9



# BUILDING PERMITS IN THE PRINCIPAL MUNICIPALITIES OF PENNSYLVANIA IN 1930

PREPARED BY  
*The Bureau of Statistics*

The volume of building construction in 1930 in 47 leading Pennsylvania municipalities declined 42.3 per cent from the 1929 level. This was the lowest volume of activity in the building industry in Pennsylvania since 1921. Permits were issued during the year 1930 for the construction, alteration, or repair of 34,016 buildings, at an estimated expenditure of \$118,142,207. This is a recession of \$86,880,653, or 42.3 per cent, from the total volume of building in 1929, when 42,168 permits for building construction costing \$205,022,860 were issued.

The phrase "cost of building construction" as used in this report is the estimate recorded on the application for the building permit. The estimated cost represents the construction cost only and does not include the cost of the land upon which the buildings are to be erected. Building costs in 1930 were distributed over the various classes of construction work as follows:

KIND OF CONSTRUCTION	Number of Buildings	Per Cent	Estimated Cost	Per Cent
New residential buildings.....	4,060	12.0	\$ 29,312,875	24.8
New non-residential buildings.....	8,863	26.0	63,667,453	53.9
Alterations and repairs.....	17,202	50.6	22,572,757	19.1
Installations.....	3,891	11.4	2,589,122	2.2
Total.....	34,016	100.0	\$118,142,207	100.0

The recession in residential building activity, which first became noticeable in the fall months of 1928, continued its downward trend through 1930. Expenditures for residential building construction for the year 1930 aggregated only \$29,312,875. This represents a decline in the estimated expenditures for new residential buildings of \$37,529,517, or 56.1 per cent, as compared with the total of \$66,842,392 for 1929.

Expenditures for new non-residential buildings and for alterations and repair work also were greatly curtailed in 1930. Non-residential building in 47 Pennsylvania municipalities in 1930 totaled \$63,667,453 as compared with \$106,294,195 in 1929, a decline of \$42,626,742, or 40.1 per cent.

The appeals to industrial executives and householders to make all needed alterations to plants and homes, both as a means of unemployment relief and

as a matter of good business, evidently were partially successful. Alteration and repair work to buildings did not decline in the same proportion as did new construction. Alterations and repairs to buildings in 1930 totaled \$22,572,757, as compared with \$29,432,652 in 1929, a reduction of only 23.3 per cent as compared with the 46.3 per cent decline in new construction work. The volume of alterations and repairs to residential buildings was 14.7 per cent less than in 1929 and the volume on non-residential buildings decreased 36.8 per cent.

There was a slight gain in the volume of new installation work in 1930. Permits for installations, such as awnings, boilers, elevators, motors, signs, tanks, etc., totaled \$2,589,122 in 1930 as against \$2,453,621 in 1929. While the number of installation permits issued in 1930 was fewer by 357 than in 1929, the expenditures for installation work increased \$135,501, or 5.5 per cent, over 1929.

After maintaining a fairly balanced distribution from 1926 through 1928, the proportionate volume of construction activity for the three main classes of building construction work shifted considerably in 1929 and 1930. A progressive decline in new residential building is noticeable since 1927. The volume of new non-residential building, on the other hand, shows a steady increase since 1927, while the volume of alteration, repair, and installation work in 1930 was almost double its 1926 total. The proportionate volume of work in the various classes of construction for the 1926-1930 period is shown in the following table:

KIND OF CONSTRUCTION	Per Cent Distribution of Construction Cost				
	1930	1929	1928	1927	1926
New residential buildings.....	24.8	32.6	43.5	44.9	42.4
New non-residential buildings.....	53.9	51.8	43.8	39.9	46.2
Alterations, repairs and installations.....	21.3	15.6	12.7	15.2	11.4
Total.....	100.0	100.0	100.0	100.0	100.0

Expenditures for new construction work in 1930 totaled \$92,980,328 or 78.7 per cent of the \$118,142,207 total expended for all classes of building construction in the 47 municipalities covered in this report. New residential building comprised 31.5 per cent of the total expenditure for new buildings in 1930 as against 38.6 per cent in 1929. The proportionate volume of new non-residential building increased from 61.4 per cent of the total for new construction in 1929 to 68.5 per cent in 1930. Detailed information concerning the number, class, and estimated costs of residential and non-residential buildings for which construction permits were issued in 1930 is shown in Table I.

TABLE I—NUMBER AND COST OF NEW BUILDINGS AS SHOWN BY REPORTS OF BUILDING PERMITS GRANTED IN 47 MUNICIPALITIES DURING THE CALENDAR YEAR 1930, BY CLASS OF BUILDING

CLASS OF BUILDING	Number of Buildings	Per Cent of Total	Estimated Cost		
			Amount	Per Cent of Total	Average per Building
RESIDENTIAL BUILDINGS:					
One-family dwellings.....	3,698	28.6	\$21,171,992	22.8	\$ 5,725
Two-family dwellings.....	228	1.8	2,089,925	2.2	9,166
One-family and two-family dwellings with stores combined.....	73	0.6	561,984	0.6	7,698
Multi-family dwellings.....	39	0.3	3,596,324	3.9	92,213
Multi-family dwellings with stores combined.....	6	0.0 <sup>1</sup>	120,000	0.1	20,000
Hotels.....	1	0.0 <sup>1</sup>	300,000	0.3	300,000
Lodging houses.....	..	..	..	..	..
Others.....	15	0.1	1,472,650	1.6	98,177
Total.....	4,060	31.4	\$29,312,875	31.5	\$ 7,223
NON-RESIDENTIAL BUILDINGS:					
Amusement and recreation places.....	47	0.4	\$ 2,936,282	3.1	\$ 62,474
Churches.....	38	0.3	2,180,527	2.3	57,382
Factories, shops, etc.....	223	1.7	6,196,018	6.7	27,785
Garages—public.....	139	1.1	914,844 <sup>2</sup>	1.0	6,581
Garages—private.....	6,469	50.0	4,647,556 <sup>3</sup>	5.0	718 <sup>4</sup>
Gasoline and service stations.....	229	1.8	1,353,862	1.4	5,966
Institutions.....	18	0.1	2,202,345	2.4	128,667
Office buildings.....	96	0.8	14,442,745	15.6	151,966
Public buildings.....	16	0.1	7,012,718	7.6	438,295
Public works and utilities.....	55	0.4	3,198,483	3.4	58,154
Schools.....	29	0.2	4,883,954	5.3	168,412
Sheds.....	639	5.0	421,863	0.5	660
Stables and barns.....	11	0.1	15,995	0.0 <sup>1</sup>	1,454
Stores, warehouses, etc.....	378	2.9	12,054,730	12.9	31,891
All others.....	476	3.7	1,205,531	1.3	2,532
Total.....	8,863	68.6	\$63,667,453	68.5	\$ 7,184
GRAND TOTAL.....	12,923	100.0	\$92,980,328	100.0	\$ 7,195

<sup>1</sup>Less than one-tenth of one per cent.

<sup>2</sup>Item excludes total for public garages in Philadelphia.

<sup>3</sup>Item includes total for public garages in Philadelphia.

<sup>4</sup>Average cost with Philadelphia's totals excluded is \$443.

One-family dwelling construction constituted 72 per cent of all residential building in 1930; two-family dwellings represented 7 per cent; apartments, 13 per cent; and hotels and other residential buildings, 8 per cent. New homes were provided for 5,106 families, either in single or double houses, or in apartments during 1930. Additional living accommodations for transients were provided by the construction of hotels, clubs, dormitories, etc., costing \$1,772,650.

In 1930, there were 3,698 one-family dwellings erected as against 8,226 in 1929, a 55 per cent decline. The number of two-family dwellings, erected in 1930, declined 46 per cent, and the number of multi-family (three or more families) dwellings, decreased 72 per cent. The number of permits issued for the construction of one-family dwellings with stores, for multi-family dwellings with stores, and for bachelor apartments or clubs with bedrooms, showed a marked recession in 1930 as compared with 1929. One hotel was erected in

1930 at an estimated cost of \$300,000 as against three hotels erected in 1929 costing \$1,460,000.

The rate of construction of one-family dwellings in the leading Pennsylvania communities covered by this report declined from 30 for every 10,000 of population in 1928, to 9 for every 10,000 of population in 1930. An average of 10 new dwellings of all classes, including apartment houses, were provided during 1930 for every 10,000 of population as compared with 20 dwellings per 10,000 of population in 1929, and 43 per 10,000 in 1928. The rate of residential construction for Philadelphia in 1930 was 6.5 per 10,000 population, and the rate for Pittsburgh was 15.0.

The market for new homes should increase materially during the next few years because of the many favorable factors present in the residential construction field. The existing rate of new residential building construction in Pennsylvania is far below the normal needs of its population. Many thousands of homes become obsolete or are destroyed by fire each year. Construction costs have declined to the lowest point since 1921 and the efficiency of labor has increased to an extraordinary degree. First mortgage money is available in adequate quantity. Well located and improved building lots can be purchased at reasonable prices.

The average cost for all classes of residential construction declined from \$7,494 in 1929 to \$7,223 in 1930. Declines occurred in every class of residential construction except for one-family dwellings. The average cost of one-family construction rose from \$4,930 in 1929 to \$5,725 in 1930, an increase of 16.1 per cent. Since the cost of building materials fell to a low level in 1930 and the cost of labor did not increase, this advance in the average cost of one-family dwelling construction apparently is due to the erection of a more pretentious and better constructed type of dwelling than usual. The average cost of two-family dwellings declined 4.6 per cent, and the average expenditure on one-family and two-family dwellings with stores attached fell 7.4 per cent.

Only 39 apartment buildings were erected in 1930 as compared with 139 in 1929. The average cost per apartment building declined from \$119,174 in 1929 to \$92,213 in 1930, or 22.6 per cent. While this decrease may be accounted for partially by the decline in building material and labor costs, the most important factor in the decline is the decreased size of apartment buildings erected in 1930. The number of families accommodated in apartment buildings fell from 3,595 in 1929 to 844 in 1930, a drop of 76.5 per cent. A 46.8 per cent decline in the average cost of multi-family dwellings with stores also occurred in 1930. The apartment houses for which permits were issued during 1930 had accommodations for 22 families per building, while those for which permits were issued during 1929 provided for 26 families per building.

The number of families provided for in all classes of residential buildings fell from 13,007 in 1929 to 5,106 in 1930, a decrease of 7,901, or 60.7 per cent. The



number of families accommodated in one-family dwellings in 1930 was 3,698 as compared with 8,226 families in 1929, a decline of 55 per cent.

Permits were issued in 1930 for the construction of 8,863 new non-residential buildings at an estimated expenditure of \$63,667,453. The largest expenditure was for office buildings, 96 permits being issued for this class of commercial building at an estimated cost of \$14,442,745. Philadelphia accounted for 49.4 per cent and Pittsburgh for 32.9 per cent of the expenditure for new office building construction, with Reading, Scranton, Chester, Meadville, Bradford, and York following in the order named.

Stores, warehouses, etc., constituted the second largest single item of expenditure for non-residential buildings, permits having been issued for the construction of 378 mercantile buildings at an estimated cost of \$12,054,730. Philadelphia erected 127 stores and warehouses in 1930, at an estimated cost of \$8,172,040, followed by Pittsburgh, McKeesport, Altoona, Pottsville, and Williamsport, with construction totals for this class of building of more than \$100,000 each. Expenditures for public buildings totaled \$7,012,718, and for factories, shops, etc., \$6,196,018. Twenty-nine school and college buildings valued at \$4,883,954 were erected in 13 of the 47 communities considered in this report. Eight school buildings were erected in Philadelphia, four each in Pittsburgh and Lower Merion Township, and the balance scattered throughout the State. Institutional buildings, such as hospitals, asylums, sanatoria, and homes for the aged and orphans, accounted for an expenditure of \$2,202,345 during 1930. Building construction incident to automobile storage and operation continued as an important item in the building total. Expenditures for garage construction, and the erection of gasoline and service stations, totaled \$6,916,262 in 1930. Public works and utility building projects accounted for \$3,198,483, amusement and recreation places for \$2,936,282, and churches for \$2,180,527.

The average cost of the non-residential buildings for which permits were issued in these 47 municipalities during 1930 was \$7,184. However, if the private garages and sheds are deducted from this total, the cost of the remaining non-residential buildings averaged \$33,389. The average cost per building in the non-residential group ranged from \$660 for sheds, etc., to \$438,295 for public buildings. Schools, office buildings, public buildings, and institutions were the only classes of non-residential buildings for which average costs were in excess of \$100,000.

Table II contains detailed building data for each of the 47 municipalities included in this report. There are four parts to the table. The number and cost of the several classes of residential buildings constructed in 1930 and the number of families provided with living accommodations will be found in Part I. That Pennsylvania continues to maintain a high level of individual home ownership is indicated by the fact that of the 5,106 families provided with new living accommodations in 1930, 3,698, or 72.4 per cent, were housed in one-

family dwellings. Philadelphia, Pittsburgh, Lower Merion Township, and Erie, with residential building totals in excess of \$1,000,000, led in the order named in the construction of residential quarters of all classes. Residential construction in excess of \$400,000 was reported by Allentown, Altoona, Harrisburg, Lancaster, McKeesport, Meadville, Norristown, and Reading.

The number of permits issued, the type of construction, and the estimated cost of the non-residential buildings erected in 1930 are given in Part 2 of Table II. Philadelphia, with a non-residential construction total of \$34,840,635, accounted for more than half of the total expenditure for non-residential construction in the 47 municipalities. Pittsburgh followed with an estimated expenditure of \$9,957,655; Scranton, \$2,061,820; Erie, \$1,287,461; Reading, \$1,264,456; Wilkes-Barre, \$1,225,594; and York, \$1,020,718.

Part 3 of Table II shows the permits issued for additions, alterations and repairs on old buildings. A total of 17,202 permits of this class were issued during 1930 for work costing \$22,572,757. The average expenditure for additions, alterations, or repairs in 1930 was \$1,312 as compared with \$1,587 per building in 1929, a decrease of 17.3 per cent. Expenditures for alteration and repair work during 1930 represented 19.1 per cent of the total construction cost, as compared with 14.4 per cent in 1929, and 11.7 per cent in 1928. Repair permits based on the cost of the work done were distributed as follows: On housekeeping dwellings, 65.7 per cent; on non-housekeeping dwellings, 2.4 per cent; and on non-residential buildings, 31.9 per cent. As compared with 1929, the value of permits issued for alteration and repair work to housekeeping dwellings declined 15.3 per cent. The volume of alteration and repair work to non-residential buildings declined 36.8 per cent, while the expenditure on non-housekeeping dwellings increased 26.6 per cent over 1929.

Permits issued for all classes of construction in each municipality are summarized in Part 4 of Table II. The number of permits issued for installations, such as awnings, boilers, elevators, motors, signs, tanks, etc., and the estimated cost of such work for the 20 municipalities in which permits for this class of work are issued by the building inspector, also are recorded in this table. A total of 3,891 installation permits were issued in 1930 for work costing \$2,589,122, a gain of 5.5 per cent over 1929.

A total of 34,016 permits for all classes of construction work were issued in 1930, as compared with 42,168 permits issued in 1929, a reduction of 19.3 per cent. Permits issued for new residential buildings fell from 8,919 in 1929 to 4,060 in 1930, a 54.5 per cent decrease.

The number of permits issued for new non-residential buildings, for alterations and repairs, and for installations, also declined in 1930. A total of 8,863 permits for new non-residential buildings were issued in 1930 as compared with 10,382 in 1929, a reduction of 14.6 per cent. Alteration and repair permits declined from 18,619 permits in 1929 to 17,202 in 1930, a 7.6 per cent decrease.

Permits for installation work in 1930 numbered 3,891 as against 4,248 permits in 1929, an 8.4 per cent reduction.

The population of the 47 municipalities covered by this report aggregates 4,386,309, according to the enumeration by the Bureau of the Census for the year 1930. The per capita expenditure in 1930 for all building operations in these 47 municipalities was \$26.94. The per capita expenditure for the three main classes of building construction was as follows: Residential, \$6.69; non-residential, \$14.51; and alterations, repairs, and installations, \$5.74. Of the \$6.69 per capita spent for new residential buildings, \$4.82 was for one-family dwellings.

The five municipalities leading in per capita expenditures for building in 1930 were Lower Merion Township, \$123.54; Meadville, \$61.50; Pottsville, \$39.28; Norristown, \$37.56; and Bradford, \$36.52. The per capita expenditure in Philadelphia was \$28.32, and in Pittsburgh, \$30.92.

The outlook for the building industry in Pennsylvania in 1931 appears to indicate an end of the period of readjustment and the beginning of a recovery from the severe slump of the last year. Although the volume of building construction in January and February, 1931, has been disappointing, there are a number of factors in the present situation that lend a rather favorable aspect to probable developments within the next few months. There has been an enormous increase in the volume of savings bank deposits, establishing a readily available fund for financing the construction of many new homes. Money for building purposes also is available from other sources, although home financing institutions are taking a conservative attitude and requiring indisputable proof of the soundness of the project and evidence of quality construction. Labor is becoming increasingly efficient and building material prices are down as much as 25 per cent below the 1925 level. There is a growing demand for new housing facilities due to the great curtailment of residential building during the last two years, to the normal increase in population, to the normal deterioration and obsolescence of buildings, and to the destruction of homes by fire. Another favorable factor is the prospect of a larger volume of public building due to the efforts of public officials to relieve unemployment and encourage a revival in business. All in all, it is reasonable to believe that despite an unsatisfactory volume of building in the early months of the year, the remaining months should show a gradual improvement, particularly in residential construction. The volume of building construction for 1931 at least should equal that for 1930.

---

In presenting its fifth annual report on the volume of building in Pennsylvania, the Department of Labor and Industry wishes to thank the local building officials of the 47 municipalities for their cooperation and interested assistance in making possible the monthly and annual reports of building operations issued by the Department. The building industry in Pennsylvania in making extensive use of the figures, and many allied firms find the monthly report of

value as a guide to their business prospects. Copies of the report for individual cities also are sent to the United States Bureau of Labor Statistics for use in federal reports, and to banking institutions for use in financial journals.

The Department of Labor and Industry desires to increase the usefulness of this service by including reports for municipalities not now covered in the monthly survey. The monthly report at present includes data for nearly every municipality in the State, having a population of 25,000 or more, that requires an estimate of the cost of construction in the application for the building permit. Building officials of any city, borough, or first-class township in Pennsylvania, who are not now reporting to the Department, and who can furnish building statistics of the kind contained in this report, are urged to communicate with the Department, expressing their desire to have their municipality included in the monthly and annual building permit reports published by the Department.

The 1930 report of the volume of building construction in 47 of the leading municipalities of Pennsylvania is the fifth annual publication of its kind to be presented by the Department of Labor and Industry. Similar reports for the years 1926, 1927, 1928, and 1929 are published in LABOR AND INDUSTRY as follows: July, 1927, Vol. XIV, No. 7, pp. 10-19; June, 1928, Vol. XV, No. 6, pp. 16-33; June, 1929, Vol. XVI, No. 6, pp. 17-22; and October, 1930, Vol. XVII, No. 10, pp. 25-44. In addition to the annual reports of building, the Department also publishes a monthly report of building in Pennsylvania in mimeographed form. Copies of the monthly building reports are available currently for free distribution and may be secured upon application to the Department of Labor and Industry.



TABLE II.—NUMBER AND PROPOSED COST OF BUILDINGS (NEW CONSTRUCTION, ADDITIONS TO OLD BUILDINGS, ALTERATIONS, AND REPAIRS) COVERED BY PERMITS ISSUED IN THE PRINCIPAL MUNICIPALITIES OF PENNSYLVANIA DURING THE YEAR 1930, BY INTENDED USE OF BUILDINGS

PART 1.—NEW RESIDENTIAL BUILDINGS

MUNICIPALITY	HOUSEKEEPING DWELLINGS											
	One-Family Dwellings			Two-Family Dwellings			One-Family and Two-Family Dwellings with Stores Combined			Multi-Family Dwellings with Stores Combined		
	Num-ber	Cost	Fam-ilies	Num-ber	Cost	Fam-ilies	Num-ber	Cost	Fam-ilies	Num-ber	Cost	Fam-ilies
Allentown.....	96	\$ 855,200	96	..	\$ ..	..	1	\$ 3,200	1	..	\$ ..	..
Altoona.....	67	416,050	67	2	14,000	4	3	47,500	4	..	..	..
Ambridge Borough.....	54	325,430	54	2	18,600	4	1	15,000	3	1	13,500	3
Bethlehem.....	69	379,125	69	..	..	..	..	..	..	..	..	..
Berwick Borough.....	11	31,200	11	1	3,500	2	1	4,000	..	..	..	..
Bradford.....	46	194,155	46	..	..	..	1	3,500	1	..	..	..
Bristol Borough.....	6	24,000	6	..	..	..	..	..	..	..	..	..
Butler.....	11	41,800	11	1	8,000	2	8	13,275	8	..	..	..
Carlisle Borough.....	16	83,200	16	..	..	..	..	..	..	1	10,000	1
Chester.....	34	124,400	34	..	..	..	..	..	..	..	..	..
Clairton.....	40	172,400	40	3	18,000	6	2	20,500	2	..	..	..
Coatesville.....	20	99,500	20	3	26,000	6	..	..	..	1	4,000	4
Connellsville.....	3	10,500	3	..	..	..	..	..	..	..	..	..
Donora Borough.....	2	13,500	2	..	..	..	1	2,730	1	..	..	..
Duquesne.....	32	177,300	32	3	22,000	6	3	36,000	5	..	..	..
Easton.....	11	81,700	11	2	38,000	4	..	..	..	..	..	..
Eric.....	175	1,012,200	175	16	97,700	32	2	40,500	2	..	..	..
Harrisburg.....	57	438,750	57	2	15,000	4	1	8,000	1	1	39,000	3
Hazleton.....	8	82,261	8	2	17,840	4	4	56,081	6	..	..	..
Homestead Borough.....	11	44,398	11	2	9,000	4	..	..	..	..	..	..
Jeannette Borough.....	7	18,075	7	..	..	..	..	..	..	..	..	..
Johnstown.....	13	58,300	13	2	18,000	4	..	15,500	2	..	..	..
Lancaster.....	43	343,800	43	..	..	..	..	..	..	..	..	..
Lebanon.....	12	143,400	12	..	..	..	..	..	..	..	..	..
Lower Merion Township.....	99	2,389,705	99	..	..	..	..	..	..	1	300,000	64
McKeesport.....	61	337,200	61	3	32,000	6	9	55,700	9	1	17,500	3

MUNICIPALITY

Total Families Provided for

TABLE II.—NUMBER AND PROPOSED COST OF BUILDINGS (NEW CONSTRUCTION, ADDITIONS TO OLD BUILDINGS, ALTERATIONS, AND REPAIRS) COVERED BY PERMITS ISSUED IN THE PRINCIPAL MUNICIPALITIES OF PENNSYLVANIA DURING THE YEAR 1930, BY INTENDED USE OF BUILDINGS—(Continued)

PART 1.—NEW RESIDENTIAL BUILDINGS—(Continued)

MUNICI- PALITY	HOUSEKEEPING DWELLINGS												Total Families Provided for
	One-Family Dwellings			Two-Family Dwellings			One-Family and Two- Family Dwellings with Stores Combined			Multi-Family Dwellings			
	Num- ber	Cost	Fam- ilies	Num- ber	Cost	Fam- ilies	Num- ber	Cost	Fam- ilies	Num- ber	Cost	Fam- ilies	
McKees Rocks Borough.	15	87,500	15	..	..	..	1	7,800	1	1	10,000	4	23
Meadville.....	74	418,400	74	4	28,000	8	..	.....	..	1	30,000	6	88
Monessen.....	39	166,310	39	..	..	..	2	4,500	2	..	.....	..	39
Monongahela.....	4	19,500	4	..	..	..	..	.....	..	..	.....	..	6
New Castle.....	49	325,000	49	..	..	..	..	.....	..	..	.....	..	49
Norristown Borough .	55	400,200	55	12	72,000	24	1	7,000	1	..	.....	..	80
Oil City.....	31	112,475	31	2	5,500	4	2	2,000	2	..	.....	..	37
Philadelphia.....	1,215	5,031,450	1,215	51	721,000	102	..	.....	..	8	2,129,000	425	1,742
Pittsburgh.....	892	4,919,985	892	81	716,500	162	11	90,000	13	20	857,000	278	1,349
Pottsville.....	17	115,700	17	..	..	..	1	27,000	2	..	.....	..	19
Reading.....	91	591,250	91	..	..	..	2	15,000	2	1	125,000	25	118
Scranton.....	37	137,190	37	5	28,785	10	2	7,150	2	..	.....	..	49
Sunbury.....	6	20,750	6	..	..	..	..	.....	..	..	.....	..	6
Tyrone Borough.....	2	19,500	2	..	..	..	..	.....	..	..	.....	..	2
Uniontown.....	7	33,323	7	..	..	..	2	4,600	2	..	.....	..	9
Warren Borough.....	8	29,200	8	..	..	..	..	.....	..	..	.....	..	8
Washington.....	20	49,300	20	4	13,200	8	2	4,500	3	1	8,000	3	34
Wilkes-Barre.....	18	82,960	18	2	16,000	4	2	18,648	3	2	34,994	14	39
Wilkinsburg Borough...	35	222,950	35	18	119,800	36	4	50,000	8	..	.....	..	79
Williamsport.....	23	213,200	23	5	31,500	10	2	2,300	3	..	.....	..	36
York.....	56	278,300	56	..	..	..	..	.....	..	..	.....	..	56
Total: 34 Cities 12 Boroughs 1 Township....	3,698	\$21,171,992	3,698	228	\$2,089,925	456	73	\$561,984	91	38	\$3,596,324	844	5,106



TABLE II.—NUMBER AND PROPOSED COST OF BUILDINGS (NEW CONSTRUCTION, ADDITIONS TO OLD BUILDINGS, ALTERATIONS, AND REPAIRS) COVERED BY PERMITS ISSUED IN THE PRINCIPAL MUNICIPALITIES OF PENNSYLVANIA DURING THE YEAR 1930, BY INTENDED USE OF BUILDINGS—(Continued)

PART 1.—NEW RESIDENTIAL BUILDINGS—(Concluded)

MUNICIPALITY	Non-Housekeeping Dwellings						Total New Residential Dwellings	
	Hotels		Lodging Houses		Others			
	Number	Cost	Number	Cost	Number	Cost		
McKees Rocks Borough.....	...	.....	...	.....	...	.....	18	120,300
Meadville.....	...	.....	...	.....	...	.....	79	476,400
Monessen.....	...	.....	...	.....	...	.....	39	166,310
Monongahela.....	...	.....	...	.....	...	.....	6	24,000
New Castle.....	...	.....	...	.....	...	.....	49	325,000
Norristown Borough.....	...	.....	...	.....	...	.....	68	479,200
Oil City.....	...	.....	...	.....	9	1,020,650	35	119,975
Philadelphia.....	...	.....	...	.....	...	.....	1,283	8,902,100
Pittsburgh.....	...	.....	...	.....	...	.....	1,005	6,608,485
Pottsville.....	...	.....	...	.....	...	.....	18	142,700
Reading.....	...	.....	...	.....	1	10,000	95	741,250
Scranton.....	...	.....	...	.....	1	200,000	45	373,125
Sunbury.....	...	.....	...	.....	...	.....	6	20,750
Tyrone Borough.....	...	.....	...	.....	...	.....	2	19,500
Uniontown.....	...	.....	...	.....	...	.....	9	37,923
Warren Borough.....	...	.....	...	.....	...	.....	8	29,200
Washington.....	...	.....	...	.....	...	.....	27	75,000
Wilkes-Barre.....	...	.....	...	.....	...	.....	24	152,602
Williamsburg Borough.....	...	.....	...	.....	...	.....	57	392,750
Williamsport.....	...	.....	...	.....	...	.....	30	247,000
York.....	...	.....	...	.....	...	.....	56	278,300
Total: 34 Cities 12 Boroughs 1 Township.....	1	\$300,000	...	\$.....	15	\$1,472,650	4,060	\$29,312,875



TABLE II.—NUMBER AND PROPOSED COST OF BUILDINGS (NEW CONSTRUCTION, ADDITIONS TO OLD BUILDINGS, ALTERATIONS, AND REPAIRS) COVERED BY PERMITS ISSUED IN THE PRINCIPAL MUNICIPALITIES OF PENNSYLVANIA DURING THE YEAR 1936, BY INTENDED USE OF BUILDINGS—(Continued)

PART 2.—NEW NON-RESIDENTIAL BUILDINGS

MUNICI- PALITY	Amusement and Recreation Places		Churches		Factories, Shops, Etc.		Garages (Public)		Garages (Private)		Gasoline and Service Stations		Institutions		Office Buildings	
	Num- ber	Cost	Num- ber	Cost	Num- ber	Cost	Num- ber	Cost	Num- ber	Cost	Num- ber	Cost	Num- ber	Cost	Num- ber	Cost
Allentown.....	1	\$ 174,000	..	..	10	\$ 334,675	2	\$ 40,000	259	128,100	11	\$ 53,600	1	\$ 78,000	9	\$ 2,030
Altoona.....	1	7,500	..	..	3	2,175	..	..	283	75,722	14	107,156	..	..	..	..
Ambridge Borough.....	..	..	..	..	..	..	1	4,000	75	34,435	2	11,000	..	..	..	..
Bethlehem.....	..	..	4	269,000	6	55,800	2	9,800	180	76,795	4	24,800	..	..	1	15,200
Berwick Borough.....	..	..	1	2,900	..	..	..	910	17	5,325	1	5,500	..	..	..	..
Bradford.....	1	150	..	..	1	500	3	4,000	88	52,700	2	23,000	..	..	2	162,000
Bristol Borough.....	..	..	..	..	..	..	3	39,000	26	9,680	..	..	..	..	1	55,000
Butler.....	..	..	..	..	..	..	1	16,000	18	7,950	5	8,200	..	..	2	32,000
Carlisle Borough.....	..	..	..	..	..	..	..	..	41	7,635	..	..	..	..	2	700
Chester.....	..	..	1	9,912	7	133,200	..	..	93	45,350	4	11,575	..	..	3	413,000
Clarton.....	2	12,100	..	..	..	..	..	..	60	11,545	2	6,100	..	..	..	..
Coatesville.....	..	..	..	..	..	..	..	..	35	15,750	3	5,500	1	15,000	1	6,000
Connellsville.....	..	..	..	..	1	500	1	8,000	22	7,880	..	..	..	..	..	..
Donora Borough.....	..	..	..	..	..	..	..	..	2	3,300	..	..	..	..	..	..
Duquesne.....	..	..	1	50,000	1	37,011	..	..	46	21,318	1	9,200	..	..	1	3,000
Easton.....	..	..	..	..	2	13,269	1	17,760	52	28,138	4	31,400	..	..	..	..
Erie.....	2	603,000	..	..	9	31,800	3	16,000	519	124,096	6	9,995	..	..	2	53,250
Harrisburg.....	1	500,000	..	..	6	90,500	10	58,450	190	118,750	11	61,800	1	91,445	2	2,000
Hazleton.....	3	2,652	..	..	4	36,370	2	7,540	50	56,755	2	7,482	..	..	..	..
Homestead Borough.....	1	1,400	..	..	1	77,800	5	57,500	31	13,675	1	3,000	..	28,000	..	..
Jeanette Borough.....	..	..	..	..	1	125	..	..	22	4,755	..	..	..	..	..	..
Johnstown.....	1	12,000	..	80,000	2	11,900	..	..	89	49,775	8	41,100	..	..	1	1,500
Lancaster.....	1	75,000	1	176,000	..	..	2	10,000	122	70,025	2	4,500	..	..	..	..
Lebanon.....	1	1,500	..	..	13	468,700	..	..	113	26,175	3	21,000	..	..	..	..
Lower Merion Township.....	..	..	..	..	..	..	1	3,950	82	69,427	6	40,425	..	..	..	..

TABLE II.—NUMBER AND PROPOSED COST OF BUILDINGS (NEW CONSTRUCTION, ADDITIONS TO OLD BUILDINGS, ALTERATIONS, AND REPAIRS) COVERED BY PERMITS ISSUED IN THE PRINCIPAL MUNICIPALITIES OF PENNSYLVANIA DURING THE YEAR 1930, BY INTENDED USE OF BUILDINGS—(Continued)

PART 2.—NEW NON-RESIDENTIAL BUILDINGS—(Continued)

MUNICIPALITY	Amusement and Recreation Places		Churches		Factories, Shops, Etc.		Garages (Public)		Garages (Private)		Gasoline and Service Stations		Institutions		Office Buildings	
	Num-ber	Cost	Num-ber	Cost	Num-ber	Cost	Num-ber	Cost	Num-ber	Cost	Num-ber	Cost	Num-ber	Cost	Num-ber	Cost
McKeesport.....	..	.....	..	.....	..	.....	..	.....	146	53,005	5	11,850	..	.....	..	.....
McKees Rocks Borough.....	..	.....	..	.....	..	.....	..	.....	27	12,955	..	.....	..	.....	..	.....
Meadville.....	..	.....	2	61,000	2	61,000	..	.....	49	19,260	1	9,000	..	.....	1	240,000
Monessen.....	..	.....	1	120,000	..	.....	..	.....	39	14,820	..	.....	..	.....	..	.....
Monongahela.....	..	.....	1	15,000	..	.....	..	.....	17	3,825	1	650	..	.....	..	.....
New Castle.....	..	.....	2	40,000	2	40,000	6	3,500	154	44,445	5	19,200	..	.....	..	.....
Norristown Borough.....	2	312,900	2	153,300	2	50,075	11	4,739	97	51,466	4	9,400	1	33,000	3	1,500
Oil City.....	2	400	..	.....	3	20,981	..	109,000	88	44,109	4	46,000	..	.....	..	.....
Philadelphia.....	6	894,080	10	449,750	75	3,789,990	..	.....	1,130	2,282,400	..	.....	6	1,209,900	41	7,135,105
Pittsburgh.....	4	18,450	3	320,000	24	581,600	14	143,900	1,141	576,305	41	317,550	2	162,000	5	4,753,000
Pottsville.....	..	.....	1	50,000	1	60,000	2	16,000	58	117,035	2	2,100	..	.....	..	.....
Reading.....	1	48,000	12	54,200	12	54,200	22	60,600	202	106,281	1	7,000	1	2,000	7	605,100
Scranton.....	5	301,625	1	35,000	5	10,400	5	27,318	265	62,156	23	178,150	..	.....	3	580,250
Seabury.....	..	.....	..	.....	..	.....	..	.....	19	10,950	2	7,500	..	.....	2	63,000
Tyrone Borough.....	..	.....	..	.....	..	.....	..	.....	5	3,050	1	11,000	..	.....	..	.....
Uniontown.....	..	.....	..	.....	1	40,000	1	40,000	34	19,205	1	11,000	..	.....	1	130,000
Warren Borough.....	1	8,000	..	.....	2	20,500	1	1,500	3	9,725	1	12,000	..	.....	..	.....
Washington.....	..	.....	2	2,125	4	2,125	4	1,475	48	10,885	2	6,550	..	.....	3	1,110
Wilkes-Barre.....	..	.....	..	.....	..	.....	..	.....	131	30,132	24	51,554	4	583,000	1	3,000
Wilkesburg Borough.....	1	500	5	211,665	16	93,522	28	79,902	80	42,539	4	18,025	..	.....	..	.....
Williamsport.....	..	.....	1	60,000	3	3,800	4	75,000	113	19,783	6	44,100	..	.....	..	.....
York.....	..	.....	2	130,000	5	113,800	2	59,000	108	45,139	9	85,900	..	.....	2	185,000
Total: 34 Cities 12 Boroughs 1 Township.....	47	\$2,936,282	38	\$2,180,527	223	\$6,196,018	139	\$914,844	6,469	\$4,647,556	229	\$1,353,862	18	\$2,202,345	96	\$14,412,745

TABLE II.—NUMBER AND PROPOSED COST OF BUILDINGS (NEW CONSTRUCTION, ADDITIONS TO OLD BUILDINGS, ALTERATIONS, AND REPAIRS) COVERED BY PERMITS ISSUED IN THE PRINCIPAL MUNICIPALITIES OF PENNSYLVANIA DURING THE YEAR 1930, BY INTENDED USE OF BUILDINGS—(Continued)

PART 2.—NEW NON-RESIDENTIAL BUILDINGS—(Continued)

MUNICIPALITY	Public Buildings		Public Works and Utilities		Schools		Sheds		Stables and Barns		Stores, Warehouses, Etc.		All Others		Total New Non-Residential Buildings	
	Num-ber	Cost	Num-ber	Cost	Num-ber	Cost	Num-ber	Cost	Num-ber	Cost	Num-ber	Cost	Num-ber	Cost	Num-ber	Cost
Allentown.....	1	\$ 32,668	..	\$ ..	1	\$ 50,000	2	\$ 10,100	1	\$ 150	8	\$ 51,200	3	\$ 3,000	307	\$ 750,855
Altoona.....	..	..	..	..	..	..	246	20,461	..	..	14	203,921	1	400	563	616,503
Ambridge Borough.....	..	..	..	..	..	..	..	..	..	..	4	70,000	..	..	83	126,935
Bethlehem.....	1	39,575	..	..	..	..	..	..	..	..	2	39,500	2	1,300	202	531,770
Berwick Borough.....	..	..	1	600	..	..	3	650	..	..	2	900	..	..	26	16,785
Bradford.....	..	..	..	..	..	..	15	7,405	..	..	..	..	8	13,096	120	262,851
Bristol Borough.....	..	..	..	..	..	..	..	..	..	..	..	..	2	7,500	32	111,180
Butler.....	..	..	1	1,000	..	..	..	..	..	..	..	..	..	..	33	78,000
Carlisle Borough.....	..	..	..	..	..	..	12	2,440	..	..	6	12,850	..	..	56	90,775
Chester.....	..	..	..	..	1	120,000	6	3,155	2	..	2	81,444	..	..	117	817,636
Clairton.....	..	..	..	..	1	37,500	10	385	..	..	..	..	..	..	75	67,630
Coatesville.....	..	..	..	..	..	..	..	..	..	..	1	20,000	..	..	41	62,250
Connellsville.....	..	..	..	..	..	..	9	500	..	..	1	4,000	4	1,825	38	22,705
Donora Borough.....	..	..	..	..	..	..	..	..	..	..	..	250	1	8,000	4	11,550
Duquesne.....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	50	120,529
Easton.....	2	77,000	..	..	1	245,770	4	390	..	..	..	..	1	30,000	64	121,007
Erie.....	1	12,000	..	..	..	..	43	24,875	..	..	10	19,425	21	82,250	618	1,287,461
Harrisburg.....	..	..	1	16,500	..	..	14	8,900	..	..	8	19,300	1	1,000	246	980,645
Hazleton.....	..	..	..	..	..	..	..	..	..	..	7	60,089	1	7,056	69	177,944
Homestead Borough.....	..	..	..	..	..	..	..	..	..	..	1	4,000	..	..	41	185,075
Jeanette Borough.....	..	..	..	..	..	..	4	1,220	..	..	2	1,400	1	75	30	7,555
Johnstown.....	1	10,000	..	..	..	..	41	745	1	200	10	31,650	4	84,300	159	323,170
Lancaster.....	..	..	..	..	..	..	4	525	..	..	8	54,400	37	99,255	178	489,705
Lebanon.....	..	..	..	..	..	..	5	1,000	..	..	9	10,150	..	..	144	528,525
Lower Merion Township.....	..	..	..	..	4	644,950	29	21,880	1	11,000	11	74,625	42	24,048	176	890,305
McKeesport.....	..	..	..	..	..	..	24	1,878	..	..	11	247,875	..	..	186	314,608

TABLE II.—NUMBER AND PROPOSED COST OF BUILDINGS (NEW CONSTRUCTION, ADDITIONS TO OLD BUILDINGS, ALTERATIONS, AND REPAIRS) COVERED BY PERMITS ISSUED IN THE PRINCIPAL MUNICIPALITIES OF PENNSYLVANIA DURING THE YEAR 1930, BY INTENDED USE OF BUILDINGS—(Continued)

PART 2.—NEW NON-RESIDENTIAL BUILDINGS—(Concluded)

MUNICIPALITY	Public Buildings		Public Works and Utilities		Schools		Sheds		Stables and Barns		Stores, Warehouses, Etc.		All Others		Total New Non-Residential Buildings	
	Num-ber	Cost	Num-ber	Cost	Num-ber	Cost	Num-ber	Cost	Num-ber	Cost	Num-ber	Cost	Num-ber	Cost	Num-ber	Cost
McKees Rocks Borough.	..	.....	..	.....	..	.....	..	.....	..	.....	..	.....	..	.....	28	68,955
Meadville.	..	.....	..	.....	..	.....	..	.....	..	.....	..	1,000	..	.....	54	330,260
Monessen.	..	.....	..	.....	2	700	..	.....	..	.....	..	.....	..	.....	42	135,520
Monongahela.	..	.....	..	.....	1	300	..	.....	..	.....	..	.....	..	.....	20	19,775
New Castle.	..	.....	..	.....	19	1,840	..	.....	..	.....	..	17,000	3	65	191	126,050
Norristown Borough.	..	.....	..	.....	14	3,675	..	.....	..	.....	..	3,700	..	.....	139	633,255
Oil City.	..	.....	..	.....	1	300	..	.....	2	500	..	500	4	950	106	292,240
Philadelphia.	6	5,460,000	4	1,721,000	1	70,000	..	.....	..	.....	127	8,172,040	71	565,040	1,501	34,840,635
Pittsburgh.	1	15,000	9	501,200	8	2,871,800	16	285,530	1	4,000	67	2,075,365	40	126,800	1,385	9,957,655
Pottsville.	1	325,000	..	.....	30	6,485	..	.....	..	.....	6	153,000	..	.....	73	733,835
Reading.	..	.....	..	.....	1	10,000	..	.....	..	.....	8	14,400	..	.....	294	1,264,456
Scranton.	1	1,000,000	..	.....	28	5,250	..	.....	5	400	5	45,146	2	8,000	339	2,061,820
Sunbury.	..	.....	..	.....	21	3,975	..	.....	3	96,000	..	96,000	..	.....	26	177,450
Tyrone Borough.	..	.....	..	.....	..	.....	..	.....	..	.....	5	99,425	..	.....	6	14,050
Uniontown.	..	.....	..	.....	..	.....	..	.....	..	.....	5	2,000	1	2,500	43	518,630
Warren Borough.	..	.....	..	.....	..	.....	..	.....	..	.....	1	96,400	..	.....	10	56,225
Washington.	..	.....	..	.....	..	.....	..	.....	..	.....	7	55,950	..	.....	68	118,545
Wilkes-Barre.	2	51,475	1	8,000	1	49,234	3	860	1	100	10	55,950	5	6,700	233	1,225,594
Wilkesburg Borough.	..	.....	..	.....	2	300	..	.....	..	.....	2	5,350	4	16,500	97	217,714
Williamsport.	..	.....	33	573,683	3	1,700	..	.....	4	145	8	104,975	214	109,521	406	860,117
York.	..	.....	..	.....	2	367,000	8	3,029	..	.....	3	25,500	3	6,350	144	1,020,718
Total: 34 Cities 12 Boroughs 1 Township....	16	\$7,012,718	55	\$3,198,483	29	\$4,883,954	639	\$421,863	11	\$15,995	378	\$12,054,730	476	\$1,205,531	8,863	\$63,667,453



TABLE II.—NUMBER AND PROPOSED COST OF BUILDINGS (NEW CONSTRUCTION, ADDITIONS TO OLD BUILDINGS, ALTERATIONS, AND REPAIRS) COVERED BY PERMITS ISSUED IN THE PRINCIPAL MUNICIPALITIES OF PENNSYLVANIA DURING THE YEAR 1930, BY INTENDED USE OF BUILDINGS—(Continued)

PART 3.—ADDITIONS, ALTERATIONS, AND REPAIRS TO OLD BUILDINGS

MUNICIPALITY	ADDITIONS, ALTERATIONS AND REPAIRS							
	Residential Buildings				Non-Residential Buildings		Total	
	Housekeeping Dwellings		Non-Housekeeping Dwellings		Number	Cost		
	Number	Cost	Number	Cost				
Allentown.....	174	\$ 132,542	...	\$ .....	93	\$ 528,625	267	\$ 661,167
Altoona.....	760	186,755	...	.....	86	88,651	846	275,406
Ambridge Borough.....	25	37,250	7	23,900	4	22,450	36	83,600
Bethlehem.....	78	92,730	7	21,300	25	40,475	110	154,505
Berwick Borough.....	27	13,458	...	.....	5	24,225	32	37,683
Bradford.....	216	138,072	1	25,000	38	81,185	255	244,257
Bristol Borough.....	40	28,660	2	2,900	5	10,800	47	42,360
Butler.....	15	14,810	...	.....	15	40,137	30	54,947
Carlisle Borough.....	89	27,095	...	.....	29	20,695	118	47,790
Chester.....	70	94,050	...	.....	31	232,575	101	326,625
Clairton.....	128	51,847	5	1,700	15	13,705	148	67,252
Coatesville.....	28	28,500	3	3,250	2	1,525	33	33,275
Connellsville.....	35	9,645	7	3,050	9	11,150	51	23,845
Donora Borough.....	7	11,500	...	.....	3	13,500	10	25,000
Duquesne.....	137	79,482	...	.....	8	30,333	145	109,815
Easton.....	162	88,111	2	8,506	79	106,657	243	203,274
Erie.....	495	272,783	...	.....	174	591,809	669	864,592
Harrisburg.....	235	155,664	14	61,225	112	406,875	361	623,764
Hazleton.....	54	87,450	...	.....	7	22,372	61	109,822
Homestead Borough.....	102	75,855	2	7,000	14	26,100	118	108,955
Jeannette Borough.....	24	19,605	...	.....	2	2,300	26	21,905
Johnstown.....	176	118,530	5	23,150	55	138,870	236	280,550
Lancaster.....	264	174,416	7	7,900	27	74,655	298	256,971
Lebanon.....	83	33,950	...	.....	10	38,750	93	72,700
Lower Merion Township.....	133	414,025	...	.....	81	262,752	214	676,777
McKeesport.....	818	210,733	...	.....	152	80,792	970	291,525

TABLE II.—NUMBER AND PROPOSED COST OF BUILDINGS (NEW CONSTRUCTION, ADDITIONS TO OLD BUILDINGS, ALTERATIONS, AND REPAIRS) COVERED BY PERMITS ISSUED IN THE PRINCIPAL MUNICIPALITIES OF PENNSYLVANIA DURING THE YEAR 1930, BY INTENDED USE OF BUILDINGS—(Continued)

PART 3.—ADDITIONS, ALTERATIONS, AND REPAIRS TO OLD BUILDINGS—(Concluded)

MUNICIPALITY	ADDITIONS, ALTERATIONS AND REPAIRS							
	Residential Buildings				Non-Residential Buildings		Total	
	Housekeeping Dwellings		Non-Housekeeping Dwellings					
	Number	Cost	Number	Cost	Number	Cost	Number	Cost
McKees Rocks Borough.....	3	7,550	1	1,000	..	.....	4	8,550
Meadville.....	43	56,740	..	.....	38	103,517	81	220,257
Monessen.....	50	27,331	2	1,821	13	6,550	65	35,702
Monongahela.....	35	7,745	..	.....	5	11,190	40	18,935
New Castle.....	80	26,445	..	.....	20	44,400	100	70,845
Norristown Borough.....	191	64,678	9	12,385	111	141,534	311	218,597
Oil City.....	192	75,138	9	3,903	63	101,265	264	180,306
Philadelphia.....	3,641	9,344,830	..	.....	..	.....	3,641	9,344,830
Pittsburgh.....	2,022	1,184,829	..	.....	704	2,969,258	2,726	4,154,087
Pottsville.....	74	65,270	..	.....	1	1,000	75	66,270
Reading.....	1,588	296,571	41	25,825	422	227,365	2,051	549,761
Scranton.....	331	202,264	46	197,625	65	354,714	442	754,603
Sunbury.....	9	15,442	..	.....	2	20,720	11	36,162
Tyrone Borough.....	3	1,200	2	5,700	..	.....	5	6,900
Uniontown.....	5	4,300	3	2,400	12	42,338	20	49,038
Warren Borough.....	9	8,775	1	350	15	52,268	25	61,393
Washington.....	42	18,060	2	1,075	2	5,850	46	24,985
Wilkes-Barre.....	502	260,232	..	.....	15	30,288	517	290,520
Wilkesburg Borough.....	158	132,261	10	93,890	8	5,000	176	231,751
Williamsport.....	316	76,395	3	8,258	135	86,532	454	171,185
York.....	607	359,746	6	1,485	17	18,487	630	379,718
Total: 34 Cities 12 Boroughs 1 Township.....	14,276	\$14,833,320	197	\$544,598	2,729	\$7,194,839	17,202	\$22,572,757

TABLE II.—NUMBER AND PROPOSED COST OF BUILDINGS (NEW CONSTRUCTION, ADDITIONS TO OLD BUILDINGS, ALTERATIONS, AND REPAIRS) COVERED BY PERMITS ISSUED IN THE PRINCIPAL MUNICIPALITIES OF PENNSYLVANIA DURING THE YEAR 1930, BY INTENDED USE OF BUILDINGS—(Continued)

PART 4.—GRAND TOTAL OF ALL PERMITS												
TOTAL												
MUNICI- PALITY	Residential Buildings				Non-Residential Buildings		Total—Repairs, Etc.		Total— Installation		Grand Total of All Permits—New Con- structions, Additions, Alterations, Repairs, and Installations	
	Housekeeping Dwellings		Non-Housekeeping Dwellings		Num- ber	Cost	Num- ber	Cost	Num- ber	Cost		
	Num- ber	Cost	Num- ber	Cost								
Allentown.....	97	\$ 858,400	...	\$ .....	307	\$ 750,855	267	\$ 661,167	...	\$ .....	671	\$ 2,270,422
Altoona.....	72	477,550	...	...	563	616,503	846	275,406	32	4,201	1,513	1,373,660
Ambridge Borough.....	58	372,530	...	...	83	126,935	36	83,600	...	...	177	583,065
Bethlehem.....	69	379,125	...	...	202	531,770	110	154,505	30	10,121	411	1,075,521
Berwick Borough.....	13	38,700	...	...	26	16,785	32	37,683	...	...	71	93,168
Bradford.....	47	197,655	...	...	120	262,851	255	244,257	1	240	423	705,003
Bristol Borough.....	6	24,000	...	...	32	111,150	47	42,360	...	...	85	177,530
Butler.....	20	63,075	...	...	33	78,000	30	54,947	...	...	83	196,022
Carlisle Borough.....	17	93,200	...	...	56	90,775	118	47,790	...	...	191	231,765
Chester.....	34	124,400	...	...	117	817,636	101	326,625	76	30,200	328	1,298,861
Clairton.....	45	210,900	...	...	75	67,630	148	67,252	12	2,735	280	348,517
Coatesville.....	24	129,500	1	19,000	41	62,250	33	33,275	...	...	99	244,025
Connellsville.....	3	10,500	...	...	38	22,705	51	23,845	2	125	94	57,175
Donora Borough.....	3	16,230	...	...	4	11,550	10	25,000	...	...	17	52,780
Duquesne.....	38	235,300	...	...	50	120,529	145	109,815	16	4,596	249	470,240
Easton.....	13	119,700	1	125,000	64	121,007	243	203,274	149	15,210	470	584,191
Erie.....	193	1,150,400	...	...	618	1,287,461	669	864,592	...	...	1,480	3,302,453
Harrisburg.....	62	545,750	1	300,000	246	980,645	361	623,764	...	...	670	2,450,159
Hazleton.....	16	209,512	...	...	69	177,944	61	109,822	...	...	146	497,278
Homestead Borough.....	13	53,398	1	28,000	41	185,075	118	108,955	1	300	174	375,728
Jeannette Borough.....	7	18,075	...	...	30	7,555	26	21,905	...	...	63	47,535
Johnstown.....	17	91,800	...	...	159	323,170	236	280,550	1	400	413	695,920
Lancaster.....	43	343,800	1	70,000	178	489,705	298	256,971	...	...	520	1,160,476
Lebanon.....	12	143,400	...	...	144	528,525	93	72,700	...	...	249	744,625
Lower Merion Township...	100	2,681,705	...	...	176	890,305	214	676,777	174	87,532	664	4,344,319
McKeesport.....	74	442,400	...	...	186	314,608	970	291,525	420	148,006	1,650	1,196,539

TABLE II.—NUMBER AND PROPOSED COST OF BUILDINGS (NEW CONSTRUCTION, ADDITIONS TO OLD BUILDINGS, ALTERATIONS, AND REPAIRS) COVERED BY PERMITS ISSUED IN THE PRINCIPAL MUNICIPALITIES OF PENNSYLVANIA DURING THE YEAR 1930, BY INTENDED USE OF BUILDINGS—(Concluded)

PART 4.—GRAND TOTAL OF ALL PERMITS—(Concluded)

MUNICI- PALITY	TOTAL										Grand Total of All Permits—New Con- struction, Additions, Alterations, Repairs, and Installations
	Residential Buildings				Non-Residential Buildings		Total—Repairs, Etc. ,		Total Installation		
	Housekeeping Dwellings		Non-Housekeeping Dwellings		Num- ber	Cost	Num- ber	Cost	Num- ber	Cost	
	Num- ber	Cost	Num- ber	Cost							
McKees Rocks Borough...	18	120,300	...	...	28	68,955	4	8,550	...	50	197,805
Meadville.....	79	476,400	...	...	54	330,260	81	220,257	...	214	1,026,917
Monessen.....	39	166,310	...	...	42	135,520	65	35,702	...	146	337,532
Monongahela.....	6	24,000	...	...	20	19,775	40	18,935	...	66	62,710
New Castle.....	49	325,000	...	...	191	126,050	100	70,845	15	355	523,025
Norristown Borough.....	68	479,200	...	...	139	633,255	311	218,597	36	554	1,346,848
Oil City.....	35	119,975	...	...	106	292,240	264	180,306	...	405	592,521
Philadelphia.....	1,274	7,881,450	9	1,020,650	1,501	34,840,635	3,641	9,344,830	2,578	9,003	55,267,390
Pittsburgh.....	1,005	6,608,485	...	...	1,385	9,957,655	2,726	4,154,087	...	5,116	20,720,227
Pottsville.....	18	142,700	...	...	73	733,835	75	66,270	28	194	954,405
Reading.....	94	731,250	1	10,000	294	1,264,456	2,051	549,761	52	2,492	2,573,357
Scranton.....	44	173,125	1	200,000	339	2,061,820	442	754,603	1	827	3,190,348
Sunbury.....	6	20,750	...	...	26	177,450	11	36,162	...	43	234,362
Tyrone Borough.....	2	19,500	...	...	6	14,050	5	6,900	...	13	40,450
Uniontown.....	9	37,923	...	...	43	518,630	20	49,038	...	72	605,591
Warren Borough.....	8	29,200	...	...	10	56,225	25	61,393	...	43	146,818
Washington.....	27	75,000	...	...	68	118,545	46	24,985	...	141	218,530
Wilkes-Barre.....	24	152,602	...	...	233	1,225,594	517	290,520	102	876	1,703,893
Wilkesburg Borough.....	57	392,750	...	...	97	217,714	176	231,751	...	330	842,215
Williamsport.....	30	247,000	...	...	406	860,117	454	171,185	165	1,055	1,301,540
York.....	56	278,300	...	...	144	1,020,718	630	379,718	...	830	1,678,736
Total: 34 Cities 12 Boroughs 1 Township.....	4,044	\$27,540,225	16	\$1,772,650	8,863	\$63,667,453	17,202	\$22,572,757	3,891	34,016	\$118,142,207



# INDUSTRIAL BOARD

The following rules and interpretations were approved at a meeting of the Industrial Board on March 18, 1931:

## RULES

### REGULATIONS FOR ELEVATORS:

#### 1. Revision of Rule 225 (b):

"The cars of passenger elevators shall not have door or gate openings on more than two (2) sides. Such openings shall have sliding or rolling doors or collapsing gates. Such doors or gates shall be equipped with an electrical or mechanical device so constructed and installed that the car will be held immovable when the doors or gates are open. Where collapsible car gates on automatic or double button controlled passenger elevators are *opened* by power, *approved* curtains or other approved devices shall be provided. Where curtains are used they shall be at least four feet in height and extend from approximately one foot of the car platform to five feet from the car platform."

#### 2. Revision of Rule 250, paragraph (b):

"Electric car control switches shall be so designed and installed that, upon removal of the hand of the operator, the switch will automatically return to the off position. *The car control on freight elevators of hand rope control shall be so arranged that the mere closing of the car gate shall not cause the car to start in either direction.* Control ropes shall be located inside the shaftway. Where hand rope wheel or lever control is employed, low voltage and no voltage protection shall be provided so that the elevator car will not restart upon the restoration of voltage or service until the operator has first moved the controller to the 'OFF' position."

### REGULATIONS FOR EMERGENCY LIGHTING:

#### 1. Revision of Section 2, paragraph 13:

"Hospitals, asylums, almshouses and institutions, public or private, two or more stories in height with accommodations for an occupancy of more than ten (10) persons above the first floor, and operating room or rooms of all hospitals where major operations are performed or, where emergency operations are performed after darkness. (Mater-nity hospitals are exempt from the provisions of this rule unless there are accommodations for an occupancy of more than ten (10) persons):

- (a) Halls, corridors, stairways, and similar means of egress;
- (b) Above landings of fire escapes;
- (c) Rooms in which emergency lighting equipment is located;
- (d) Boiler rooms."

## INTERPRETATION

## REGULATIONS FOR INDUSTRIAL LIGHTING:

## 1. Interpretation of Scope:

"It is interpreted that mercantile establishments are not included in the scope of application of the Regulations for Industrial Lighting."

The following devices were approved by the Board:

<i>Company</i>	<i>Device</i>
Delco Light Company, Pittsburgh, Pa.	Models 8C-3, 15C-3 Emergency Lighting Systems
Stanley and Patterson, New York City.	Types C and H Pre-Signal Fire Alarm Systems.
Haywood-Wakefield Company, Baltimore, Md.	Method for fastening seats in auditoriums.
Square-D Company, Milwaukee, Wis.	Automatic throw-over switch for Emergency Lighting.
S. Monroe Watson, McKeesport, Pa.	Tube City Adjustable Platform Scaffold.
Landon P. Smith, Newark, N. J.	Type Number 63 Adjustable Safety Feet for Ladders.
Leeds and Northrup, Philadelphia, Pa.	Punch Press Guard.
John K. Green, Inc., New York City.	Double Knob Tusk Type Number 5 Window Cleaning Bolt.
L. A. DeWaters, Brooklyn, N. Y.	Observation Door Latch Number 15.
Kennedy-Van Saun Manufacturing and Engineering Corp., New York City.	Boiler Peep Hole Door Pattern A <sub>1</sub> /9077.
Budd Foundries, Philadelphia, Pa.	Type "B" Fire Door Latch.
Bethlehem Steel Company, Bethlehem, Pa.	Models A <sub>1</sub> , A <sub>2</sub> , and A <sub>3</sub> Boiler Door Latches.
Combustion Engineering Corp., New York City.	Styles 1, 2, and 3 Boiler Door Latches.
Gurney Elevator Company, New York City.	Gurney Number 2 Electric Car Door Operator.
Gurney Elevator Company, New York City.	Gurney Number 2 Door Closer when used with an approved device.

The following rules were approved at a meeting of the Industrial Board on April 15, 1931:

## RULES

1. Rule 3 of the Regulations for Emergency Lighting, covering gas engine systems, was completely revised. Copies may be obtained by addressing the secretary of the Industrial Board.

2. Rule 4 of the Regulations for Emergency Lighting amended to read as follows:

"Where the energy for starting or operating emergency lighting systems is derived from water, proof based on actual test shall be furnished the Department that sufficient volume and nozzle pressure is available at the unit at all times to produce the required output for each installation. Due allowance shall be made so that simultaneous use of other water service in the building (except for fire protection) shall not affect the normal operation of the Emergency Lighting System."

3. Rule 5 of the Regulations for Emergency Lighting amended to read as follows:

"Where the energy for starting or operating emergency lighting systems is derived from steam, proof based on actual test shall be furnished the Department that sufficient volume and nozzle pressure is available at the unit at all times to produce the required output for each installation. Due allowance shall be made so that simultaneous use of other steam service in the building shall not affect the normal operation of the Emergency Lighting System."

The following devices were approved by the Board:

<i>Company</i>	<i>Device</i>
Chicago Eye Shield Company, Chicago, Ill.	"ESSENTIALITE" and "CESCOWELD" glass for acetylene and electric welding.
Chicago Eye Shield Company, Chicago, Ill.	No. 220 Wide Vision Goggle, No. 224 Wide Vision Goggle, No. 301 Spec- tacle, No. 505-S Dandy Goggle, No. 519 Titan-Light Goggle, No. 506 Non- Fogging Goggle, No. 518 Built-Rite Goggle, No. 521 Iron Clad Special Goggle, No. 166 Kraft Guard Goggle, No. 284 Non-Strain Goggle.

*Company**Device*

American Optical Company,  
New York City.

Duralite Welders' Goggle; Duralite Dust Goggle; Duralite Glass Goggle, Model C; Duralite Glass Goggle, Model B; Number 3006 Machinists' Goggle; Number 3079 Goggle; Blast Furnace Goggle; Duralite Goggle with lenses 50-mm. in diameter; Duralite Chippers' Goggle Lenses 50-mm. in diameter; Duralite Chippers' Goggle with Lenses 45.8-mm. in diameter and Duralite Chippers' Goggle for prescription lenses.

Willson Products, Inc.,  
Reading, Pa.

Willson Bull Dog Chipping Goggle No. WBC<sub>1</sub>, Willson Welding Goggle No. L60, Willson Spectacle Type Goggle No. WC<sub>1</sub>, Willson Spectacle Type Goggle No. WC<sub>2</sub>, Willson Bull Dog Welding Goggle No. WBW<sub>1</sub>, and Willson Spray Coating Respirator.

Safety Equipment Service Co.,  
Cleveland, Ohio.

Drednaut and Super-Drednaut Goggles.

RCA Photophone, Inc.,  
New York City.

Type PG-5 Portable Motion Picture Projector for sound and picture projection.

John E. Smith Sons Co.,  
Buffalo, N. Y.

Type cc-B "Buffalo" meat grinder with special tray.



## DEPARTMENTAL NOTES

Special Bulletin No. 31, Hours and Earnings of Men and Women in the Hosiery Industry, and Special Bulletin No. 32, Union Scale of Wages and Hours of Labor—1928-1929, are being distributed by the Department of Labor and Industry.

---

The 1931 edition of the Regulations for Protection from Fire and Panic is now ready for distribution and may be obtained by application to the Department of Labor and Industry.

The regulations cover all classes of buildings as well as Regulations for Fireproofing, Emergency Lighting, Fire Alarm Systems, Storage and Handling of Photographic and X-Ray Nitrocellulose Films, Fire Escapes, and the Operation of Motion Picture Projectors.

These regulations, which were formerly printed separately, are now complete in one volume, and as they are all based on the Fire and Panic Act of April 27, 1927, it is included in this pamphlet.

---

W. H. Horner, Director of the Bureau of Workmen's Compensation, and J. B. Means, Chief of the Insurance Coverage Section of the Bureau, attended the annual meeting of the Pennsylvania Self-Insurers Association in Atlantic City, N. J., April 24 and 25. Mr. Means read a paper on the application of the Workmen's Compensation Law regarding self-insurance and the Bureau's experience with this group, while Mr. Horner briefly discussed the administration of the Law.

# REVIEW OF INDUSTRIAL STATISTICS

PREPARED BY  
*The Bureau of Statistics*

## THE LABOR MARKET

**State Public Employment Office Reports**—The optimistic views concerning improved employment conditions in the State, expressed rather prevalently during March, were not substantiated by the employment reports to the Department for that month. Reports from public employment offices for the five-week period ended March 28, 1931, disclosed a sharp increase in the ratio of applicants for employment to the number of jobs available. There were 12,306 applicants for employment registered at the State Public Employment Offices during the March period and only 3,456 job opportunities listed as available, establishing a ratio of 356 applicants to every 100 jobs for March as compared with a ratio of 319 to 100 in February. The ratio of applicants to jobs for March was less favorable than the ratio for either January or February, 1931, and was nearly as high as the ratio for December, 1930, when unemployment was considered to have reached the highest point since the beginning of the industrial depression. Measured by the ratio of persons applying for work at the public employment offices to the number of jobs available, the general availability of jobs in March, 1931, was approximately 10 per cent less than in March a year ago.

Notwithstanding the unfavorable condition of the labor market during March, the employment offices succeeded in locating work for 3,099 persons during the five-week period covered by the March report. In contrast to the number of jobs secured in March, 1930, the figure for March, 1931, represents an increase of 7.5 per cent.

The State Public Employment Office records for the first three months of 1931 show that 29,605 persons applied for work during that period. Job openings listed during the three months numbered 8,781, or less than a third of the number of jobs required to provide work for all applicants. The record of placements shows that 7,846 persons secured work through the public employment agencies during the first three months of the year. The number of applicants for employment at the State Public Employment Offices during the first three months of 1931 was 11.1 per cent higher than the number recorded during the corresponding period in 1930, the number of job openings listed increased 3.7 per cent, while the number of placements made during the first three months of 1931 increased 11.7 per cent over the total for the corresponding months in 1930.

Few industries exhibited any marked volume of calls for new workers in March. Requests for workers in the clerical and professional classification showed some improvement, particularly for women office workers. The demand

for hotel and restaurant employes, clerks in retail stores, and day workers also was fairly good. A fair volume of Easter buying occasioned numerous openings in retail stores for work of a temporary nature. Aside from these classifications, however, requests for workers in other industries were far below the usual demand. The demand for workers in the building and construction trades was only slightly above half of that for March, 1930. Calls for workers in the manufacturing, mining, quarrying, and transportation industries also were extremely light.

The ratio of applicants to openings as established by the public employment office figures for the years 1929, 1930, and 1931 is shown in the following table:

RATIO OF APPLICANTS PER 100 JOBS OPEN

MONTH	1929	1930	1931
January.....	248	325	331
February.....	238	351	319
March.....	233	321	356
April.....	180	267	...
May.....	179	245	...
June.....	169	320	...
July.....	178	384	...
August.....	173	341	...
September.....	187	325	...
October.....	167	350	...
November.....	221	345	...
December.....	226	366	...
Average.....	198	323	...

**Reports of Manufacturing Firms**—Little change in employment for manufacturing industries was shown in the reports for March, 1931. Reports submitted from 826 manufacturing firms engaged in 51 classes of manufacturing activity show an 0.7 per cent reduction of employment totals for March in comparison to February, while the volume of wage payments to manufacturing workers for March was substantially the same as for February.

Manufacturing employment for March normally shows a slight increase over February, but in 1930 and 1931 factory employment totals for March decreased slightly as compared with February. The index of manufacturing employment for March, 1931, at 79.8 per cent of average employment for the years 1923–1925, was 17.0 per cent lower than the employment index for March, 1930, and the index of wage payments to factory workers for March, 1931, at 68.4 per cent of their 1923–1925 average, was 31.6 per cent below the wage payment index for March, last year.

Records for 562 manufacturing firms that gave information of the number of hours worked show practically no change in working time for March as compared with February. The 200,000 employes of these 562 firms averaged 40.4 hours of work a week during March, 1931, as compared with an average of 47.4 hours a week in March, 1930.

The record of manufacturing employment for March shows that of the 51 industries represented, 26 added workers to their forces during March. The gains varied from less than one per cent in the automobile, railroad car repair, cotton, silk, hat, and women's clothing industries to more than ten per cent in the stove and furnace industry. Twenty-three of the manufacturing groups showed decreased employment for March, and two reported no change. Of the 23 industries showing decreased employment, decreases of more than five per cent occurred in the locomotive and car building, shipbuilding, hosiery, and lumber and planing mill industries. Only three of the 51 industries showed larger employment totals for March, 1931, than for the same month a year ago. These three industries and their respective employment increases were woollens and worsteds, 6.9 per cent; women's clothing, 4.7 per cent; and wooden box manufacture, 1.1 per cent.

Wage payments in manufacturing plants for March as compared with February show increases for 25 of the 51 industries, largest gains being recorded for the lumber, leather and rubber, and clay, glass and stone classifications. As in the case of employment, only the woollens and worsteds, women's clothing, and wooden box industries show a larger volume of wage payments in March, 1931, than in March, 1930.

Of the metal industries, employment gains in March were recorded for the iron and steel forgings, stove and furnace, foundry and hardware, and tool industries. The gain for the iron and steel forgings group was due largely to the increase reported from one establishment, other firms in this group showing little change as compared with February. Likewise, the employment increase for the stove and furnace industry was due to the report of one concern that expanded its operations considerably in March. The largest reduction in employment and payroll for the metal group was shown by the electrical apparatus industry caused by seasonal decreases in the radio and storage battery industries.

In the transportation group, automobile plants showed some gain over February. Forces in the locomotive and car building and shipbuilding industries were reduced.

Increased employment was reported for eight of the eleven industries in the textile group. The carpet and rug industry showed an eight per cent employment gain notwithstanding some labor disputes affecting employment in the upholstery departments. One wage reduction affecting more than 800 workers was announced in this industry. The hat, men's clothing, and shirts and furnishings industries also reported substantially increased payrolls for March as compared with February. Twenty-eight plants reporting from the hosiery industry showed a 5.9 per cent reduction of employment and a 5.5 per cent decrease of payrolls in March as compared with February.

In the food and tobacco group, ice-cream manufacturers reported seasonally increased employment. Decreases were shown for the bread and bakery, con-



fectionery, and meat-packing industries, the reduction in the confectionery group being the usual adjustment following increases during the Easter season. Payrolls of the majority of firms in the cigar and tobacco industry were considerably larger than in February. In the building materials industry, increased employment and payrolls were reported from the cement and glass industries, while reductions were shown for the brick and lumber groups. Furniture factories were operating on increased schedules with 24 of the 30 firms in this group reporting substantial increases. Paint and varnish manufacturers also reported seasonally increased production.

Of the remaining industries reporting for the manufacturing group, the petroleum refining, shoe and leather products, and paper box and bag industries each showed gains in employment and payrolls for March.

Of the 16 city areas represented in the reports for manufacturing firms, seven registered employment gains for March over February and nine showed decreases. The largest employment gain was shown for the Hazleton-Pottsville area, a 16.5 per cent increase over February. Other districts showing employment gains of one per cent or more were Altoona, Lancaster, New Castle, and York. Records for all 16 areas show decreased employment for March, 1931, as compared with March, 1930; decreases of 20 per cent or more being shown for the Allentown-Bethlehem-Easton, Erie, Johnstown, and Williamsport areas.

**Coal Mining**—March reports from operators in the anthracite coal industry disclosed the usual curtailment of operations for this period of the year. Reports from 159 mines to the Anthracite Bureau of Information for March show an 8.3 per cent reduction of employment and a 30.2 per cent decrease in wage payments as compared with February. The decline in anthracite employment for February-March, 1931, was less than for the same period last year. Records for 1930 show that employment in anthracite mines between February and March decreased 22.7 per cent and payrolls dropped 35.3 per cent. Nevertheless, the employment level in anthracite mines for March, 1931, is 4.1 per cent lower than for the same month in 1930, and wage payments 17.0 per cent less.

March reports from the bituminous industry in Pennsylvania show a small gain in employment over February, but wage payments decreased. Records for 398 bituminous mines show an 0.4 per cent increase in employment for March as compared with February, but a 5.1 per cent decrease in wage payments. The volume of employment for the bituminous industry in March, 1931, was approximately nine per cent lower than in March, 1930, while wage payments to bituminous miners for March were 28 per cent less than a year ago.

**Construction and Contracting**—A slight seasonal gain in construction employment was shown in the March reports. Records for 58 firms reporting from the construction and contracting industry show a 2.4 per cent increase in employment for March as compared with February. Wage payments, however,

decreased 0.5 per cent. This 2.4 per cent employment increase for March was much less than the usual advance for this period of the year. In March, 1930, reports from 60 construction firms showed a 14.2 per cent gain in employment and an 11.5 per cent increase in wage payments for March as compared with February. The index of construction employment for March, 1931, as represented by the reports from 58 concerns was 40.8 per cent lower than in March, 1930, and the index of wage payments showed a 46.6 per cent decrease.

**Street Railways**—Employment and payroll reports from five of the largest street railway companies in the State for March show slight change in comparison with records for February. The lower level of employment and wage payments to street railway workers this year in comparison to the record for the same month a year ago is rather surprising. Records for these five companies show that employment totals for March, 1931, were nine per cent smaller than a year ago and wage payments 14 per cent less.

**Trade**—Employment in retail stores for March increased 1.8 per cent over February. The increase, undoubtedly, was due to the extra help needed during the pre-Easter shopping period. Even with this increase and the fact that Easter fell two weeks earlier this year than last, placing the volume of Easter buying in March rather than in April, employment in retail stores for March, 1931, was four per cent less than a year ago. Reports for 83 wholesale establishments indicated employment for March as 0.2 per cent less than in February, and 1.9 per cent less than a year ago.

**Summary**—An analysis of the employment records for March, 1931, discloses little in the nature of any marked change from the conditions prevailing during February, but the general drift was downward. Of the seven industry groups covered in these records, bituminous coal, construction and contracting, and retail trade were the only ones to show any advance in employment for March as compared with February. The gain in the bituminous coal industry was insignificant, and the seasonal increases in construction and contracting and retail trade were less than usual for this period. The volume of wage payments for March was lower in all industries than in February except that wage payments in manufacturing showed no change between the two months. Briefly indicated, the employment and payroll changes in the various industries for March, 1931, from February, 1931, and March, 1930, were as follows:

INDUSTRY	EMPLOYMENT		WAGE PAYMENTS	
	Per cent change as compared with		Per cent change as compared with	
	February, 1931	March, 1930	February, 1931	March, 1930
Construction and contracting .....	+ 2.4	—40.8	— 0.5	—46.6
Manufacturing.....	— 0.7	—17.0	0.0	—31.6
Mining:				
Anthracite.....	— 8.3	— 4.1	—30.2	—17.0
Bituminous.....	+ 0.4	— 9.2	— 5.1	—28.2
Trade:				
Retail.....	+ 1.8	— 3.9	....	....*
Wholesale.....	— 0.2	— 1.9	....	....*

\*No record available.

The difference between the average earnings of workers in industry now as compared with earnings a year or two ago is clearly shown by the following table of average weekly earnings of workers in the important industries of the State for March, 1931, as compared with records for corresponding months in 1928, 1929, and 1930. Earnings of workers in all groups except construction and contracting have shown considerable reduction in the last two years.

#### AVERAGE WEEKLY EARNINGS OF WORKERS IN PRINCIPAL INDUSTRIES

INDUSTRY	Average Weekly Earnings			
	March, 1931	March, 1930	March, 1929	March, 1928
Construction and contracting.....	\$27.22	\$27.87	\$26.36	\$29.49
Manufacturing.....	22.60	27.26	27.43	26.11
Mining:				
Anthracite.....	22.87	29.06	28.26	28.52
Bituminous.....	18.50	23.14	25.49	....*
Street railways.....	33.16	35.38	34.38	....*

\*No data available.

**REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF MARCH, 1931**  
(FIVE WEEKS, FEBRUARY 23, 1931, TO MARCH 28, 1931, INCLUSIVE)

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>GRAND TOTAL</b> .....	12,306	7,791	4,515	3,456	1,927	1,529	4,359	2,444	1,915	3,099	1,705	1,394
Total industrial group (skilled).....	4,627	3,379	1,248	1,198	908	290	1,568	1,209	359	1,032	773	259
Building and construction.....	642	642	...	170	170	...	211	211	...	161	161	...
Shipbuilding.....	202	202	...	78	78	...	131	131	...	52	52	...
Chemicals and allied products.....	11	11	...	3	3	...	3	3	...	3	3	...
Clay, glass and stone products.....	15	15	...	5	4	1	7	6	1	5	4	1
Clothing.....	95	42	53	15	5	10	19	7	12	13	4	9
Textiles.....	182	96	86	11	4	7	12	4	8	11	4	7
Food and kindred products.....	59	41	18	6	3	3	9	6	3	3	2	1
Leather, rubber and composition goods.....	48	48	...	...	...	...	...	...	...	...	...	...
Lumber, woodwork and furniture.....	103	103	...	12	12	...	20	20	...	8	8	...
Paper and printing.....	93	69	24	16	14	2	25	19	6	16	14	2
Metals and metal products.....	992	937	55	206	204	2	282	279	3	151	149	2
Mines and quarries.....	51	51	...	13	13	...	18	18	...	13	13	...
Transportation and public utilities.....	332	325	7	57	53	4	77	72	5	48	44	4
Hotel and restaurant.....	861	236	625	174	67	107	230	88	112	162	64	98
Wholesale and retail trade.....	542	351	191	340	225	115	410	275	135	307	206	101
Miscellaneous.....	399	210	189	92	53	39	114	70	44	79	45	34
<b>Total other groups</b> .....	7,679	4,412	3,267	2,258	1,019	1,239	2,791	1,235	1,556	2,067	932	1,135
Clerical and professional.....	1,402	843	559	254	156	98	427	218	209	218	129	89
Agriculture.....	119	119	...	27	25	2	38	36	2	20	18	2
Semi-skilled.....	1,824	568	1,256	885	154	731	1,114	411	903	781	145	636
Unskilled.....	2,818	2,338	480	438	395	43	533	476	57	430	385	45
Casual and day workers*.....	1,516	544	972	654	289	365	679	294	385	618	255	363
<b>February, 1931</b> .....	8,789	5,399	3,390	2,755	1,540	1,215	3,372	1,868	1,504	2,467	1,366	1,101
<b>March, 1930</b> .....	11,080	7,786	3,294	3,452	2,312	1,140	4,259	2,885	1,374	2,883	1,914	969
<b>March, 1929</b> .....	10,461	7,520	2,941	4,494	3,174	1,320	5,141	3,631	1,510	3,518	2,535	983
Per cent of applicants placed.....	25	22	31	..	..	91	..	..	..	..	..	..
Per cent of openings filled.....	..	..	..	90	89	..	71	69	72	..	..	..
Per cent of persons referred placed.....	..	..	..	..	..	..	..	..	..	..	..	..

\*The placement of each casual or day worker is recorded for only one (1) placement per week.



## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT			PAYROLLS			AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended March 15, 1931	Index Numbers 1923-1925 = 100		Total Weekly Payroll Week Ended March 15, 1931	Index Numbers 1923-1925 = 100			
			March, 1931	Per cent change compared with Feb., 1931		March, 1931	Per cent change compared with Feb., 1931		
			March, 1931	Feb., 1931	March, 1931	Feb., 1931	March 15, 1931	Feb. 15, 1931	
ALL MANUFACTURING INDUSTRIES: (51) 42%	826	270,434	79.8	- 0.7	-17.0	\$6,111,192	68.4	0.0	\$22.41
Metal products: (12) 57%	243	128,684	75.4	- 1.6	-20.4	3,025,430	62.7	- 0.9	23.37
Blast furnaces.....	9	1,442	45.1	0.0	-25.5	35,548	37.1	- 3.4	25.58
Steel works and rolling mills.....	47	68,270	70.5	-1.5	-18.8	1,694,441	60.6	+ 3.4	23.68
Iron and steel forgings.....	10	1,592	73.5	+ 4.3	-23.8	33,181	59.6	+ 3.6	22.50
Structural iron work.....	10	3,409	86.1	- 0.8	-27.6	71,515	63.0	- 3.1	20.46
Steam and hot water heating appliances.....	16	3,951	93.2	- 3.6	- 6.1	98,425	81.2	- 7.1	25.66
Stoves and furnaces.....	8	580	64.4	+10.1	-22.4	10,663	38.8	+ 1.6	19.89
Foundries.....	37	7,155	77.1	+ 1.8	-24.0	160,166	60.0	- 1.6	23.39
Machinery and parts.....	43	8,412	83.9	- 1.2	-21.4	197,632	66.2	- 2.6	23.85
Electrical apparatus.....	21	25,646	91.5	- 3.6	-21.6	559,041	76.5	-10.2	23.39
Engines and pumps.....	10	2,373	63.2	- 2.8	-33.6	47,882	47.5	- 2.5	20.18
Hardware and tools.....	20	5,239	78.4	+ 2.2	-20.3	103,261	65.2	+ 3.3	19.48
Brass and bronze products.....	12	615	70.4	- 3.7	-31.3	13,675	58.6	+ 1.6	21.12
Transportation equipment: (5) 74%	37	19,207	53.2	- 2.0	-31.5	445,776	41.5*	- 1.9	22.64
Automobiles.....	5	3,148	62.7	+ 0.6	- 7.2	80,400	42.9	+ 6.7	21.27
Automobile bodies and parts.....	11	3,533	52.1	+ 3.4	-43.2	79,158	39.0	- 0.8	23.35
Locomotives and cars.....	11	6,545	26.0	- 5.1	-50.5	140,390	19.5	- 3.9	20.74
Railroad repair shops.....	6	2,928	73.7	+ 0.3	- 5.3	67,364	63.0	- 2.5	23.62
Shipbuilding.....	4	3,053	69.3	- 5.1	-18.0	78,464	101.3	- 7.0	26.20
Textile products: (11) 27%	161	50,901	90.2	- 1.1	-15.1	950,766	82.3	0.0	18.46
Cotton goods.....	13	2,908	61.8	+ 0.8	-18.6	62,396	59.2	- 5.0	23.63
Woolens and worsteds.....	13	3,940	63.3	+ 4.5	+ 6.9	86,810	59.7	+ 7.0	21.52
Silk goods.....	45	18,214	103.6	+ 0.7	-16.0	314,750	103.0	- 1.9	17.82
Textile dyeing and finishing.....	12	1,677	88.9	- 2.7	-12.7	44,553	96.8	-13.6	25.15
Carpets and rugs.....	10	2,494	57.7	+ 8.3	-18.2	49,038	44.2	+ 2.8	19.66
Hats.....	3	3,213	82.3	+ 0.2	- 8.9	55,746	58.2	+14.8	18.44
Hosiery.....	28	12,025	101.2	- 5.9	- 8.0	244,050	97.7	+27.4	20.18
Knit goods, other.....	13	2,163	79.0	- 1.7	-18.6	32,158	66.7	- 5.5	15.26
Men's clothing.....	9	811	80.6	+ 2.7	+ 5.4	21,980	72.9	+ 4.2	14.77
Women's clothing.....	7	1,439	141.7	+ 0.1	+ 4.7	11,203	144.3	+ 3.1	13.29
Shirts and furnishings.....	8	2,017	135.6	+ 3.0	- 4.2	28,082	125.7	+12.6	12.71

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended March 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended March 15, 1931	Index Numbers 1923-1925 = 100		Per cent change compared with March, 1931	Per cent change compared with March, 1931	Week Ended
			March, 1931	Per cent change compared with			March, 1931	Per cent change compared with March, 1930			
				Feb., 1931	March, 1930						
Foods and tobacco: (5) 32%	94	21,510	105.1	+ 0.1	- 4.6	414,335	96.2	+ 1.1	- 9.6	19.26	19.05
Bread and bakery products.....	27	3,941	107.1	- 1.4	- 4.2	103,899	101.7	- 2.1	- 9.5	26.36	26.59
Confectionery.....	13	4,258	96.8	- 4.5	- 6.7	81,407	95.0	- 7.5	- 12.4	19.12	19.77
Ice cream.....	11	1,148	93.5	+ 4.2	- 3.8	35,928	91.6	+ 3.9	- 8.1	31.30	31.37
Meat packing.....	14	1,987	96.3	- 0.3	- 2.1	52,890	84.0	- 2.0	- 11.1	26.62	27.05
Cigars and tobacco.....	29	10,176	106.1	+ 2.4	- 3.5	140,211	89.5	+ 10.2	- 7.2	13.78	12.79
Stone, clay and glass products: (3) 42%	69	11,702	59.3	+ 1.7	- 23.4	254,809	45.8	+ 3.9	- 36.9	21.77	21.57
Brick, tile and pottery.....	32	3,932	71.3	- 0.3	- 15.0	70,826	50.5	- 6.5	- 36.1	18.01	19.18
Cement.....	15	4,437	54.2	+ 2.5	- 11.6	111,079	43.1	+ 6.9	- 26.7	25.83	23.95
Glass.....	22	3,333	55.5	+ 3.5	- 43.7	72,904	47.9	+ 10.9	- 47.9	21.89	21.27
Lumber products: (3) 27%	52	3,840	57.4	+ 0.7	- 25.6	80,153	52.7	+ 12.4	- 29.1	20.87	18.70
Lumber and planing mills.....	16	765	33.0	- 10.6	- 51.0	14,207	28.0	- 5.1	- 57.6	18.57	17.49
Furniture.....	30	2,194	65.6	+ 5.3	- 19.8	49,977	61.6	+ 23.2	- 21.6	22.78	19.61
Wooden boxes.....	6	881	67.0	- 0.4	+ 1.1	15,969	62.8	+ 1.3	+ 2.8	18.13	17.80
Chemical products: (5) 47%	58	11,560	91.1	+ 3.1	- 10.2	316,030	89.3	0.0	- 16.2	27.34	28.16
Chemicals and drugs.....	34	1,266	75.0	+ 4.3	- 17.5	32,940	69.4	+ 3.9	- 22.0	26.02	25.95
Coke.....	3	2,157	73.2	- 0.7	- 28.7	53,817	58.1	+ 0.3	- 36.8	24.95	24.72
Explosives.....	3	486	75.4	- 0.9	- 11.0	10,766	77.0	- 8.2	- 9.4	22.15	23.95
Paints and varnishes.....	12	1,293	85.7	+ 5.3	- 8.2	30,435	80.8	+ 5.6	- 21.9	23.54	23.49
Petroleum refining.....	6	6,358	127.9	+ 4.1	- 1.8	188,072	131.7	- 1.2	- 6.3	29.58	31.10
Leather and rubber products: (4) 46%	46	10,532	94.5	+ 0.5	- 3.7	232,796	92.8	+ 5.1	- 7.9	22.10	21.12
Leather tanning.....	17	5,582	101.5	- 2.0	- 3.8	135,140	95.4	+ 3.2	- 8.9	24.21	23.02
Shoes.....	18	3,488	94.0	+ 4.7	- 0.9	59,089	93.9	+ 8.6	- 6.3	16.94	16.31
Leather products, other.....	7	637	80.3	+ 3.7	- 17.6	16,458	88.8	+ 3.4	- 12.3	25.84	25.88
Rubber tires and goods.....	4	825	84.7	- 3.0	- 2.9	22,109	92.2	+ 9.5	- 3.3	26.80	23.74
Paper and printing: (3) 30%	66	12,498	94.8	+ 0.4	- 4.7	391,097	99.6	0.0	- 13.7	31.29	31.56
Paper and wood pulp.....	12	3,351	81.1	- 0.1	- 6.7	86,473	78.0	+ 3.2	- 16.9	25.81	25.02
Paper boxes and bags.....	10	966	79.7	+ 7.8	- 13.8	16,016	83.6	- 3.6	- 19.3	16.58	17.20
Printing and publishing.....	44	8,181	101.5	+ 0.0	- 2.3	288,698	108.0	- 0.4	- 11.8	35.28	35.55

## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT					PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended March 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended March 15, 1931	Index Numbers 1923-1925 = 100		Week Ended			
			March, 1931	Per cent change compared with			March, 1931	Per cent change compared with				
				Feb., 1931	March, 1930						Feb., 1931	March, 1930
Anthracite coal mining <sup>2</sup> , 50%	159	112,281	79.9	- 8.3	- 4.1	2,568,108	55.7	-30.2	-17.0	March 15, 1931	Feb. 15, 1931	
Bituminous coal mining <sup>3</sup> , 35%	398	63,661	86.4	+ 0.4	- 9.2	1,177,776	63.0	- 5.1	-28.2	18.50	19.59	
Construction and contracting, 5%	58	2,563	47.6	+ 2.4	-40.8	69,754	40.8	- 0.5	-46.6	27.22	28.49	
Street railways, 55%	5	13,181	77.9	- 0.1	- 8.9	437,075	80.1	- 2.7	-14.3	33.16	33.99	
Retail trade, 25%	70	26,366	92.7	+ 1.8	- 3.9	.....	....	.....	.....	.....	.....	
Wholesale trade, 12%	83	3,964	89.7	- 0.2	- 1.9	.....	....	.....	.....	.....	.....	

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

<sup>2</sup>Anthracite figures are from the Anthracite Bureau of Information.

<sup>3</sup>Bituminous figures are from the U. S. Bureau of Labor Statistics. (Chain index—January, 1929 = 100.)

## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended March 15, 1931	Total Weekly Wages Week Ended March 15, 1931	Total Weekly Employee Hours		Average Hourly Earnings Week Ended	
				March 15, 1931	Feb. 15, 1931	March 15, 1931	Feb. 15, 1931
ALL MANUFACTURING INDUSTRIES: (48).....	562	193,019	\$4,452,622	7,801,592	7,812,307	\$ .571	\$ .572
Metal products	192	111,316	2,622,844	4,212,060	4,290,672	.623	.621
Blast furnaces.....	7	1,382	34,581	56,843	58,502	.608	.609
Steel works and rolling mills.....	33	58,405	1,448,088	2,278,555	2,219,790	.636	.635
Iron and steel forgings.....	9	1,358	30,151	55,426	58,452	.544	.553
Structural iron work.....	7	1,436	31,276	53,601	56,414	.583	.587
Steam and hot water heating appliances.....	14	2,854	69,974	121,324	137,062	.577	.576
Stoves and furnaces.....	3	120	2,212	3,212	4,097	.689	.625
Foundries.....	29	6,418	144,131	236,795	246,773	.609	.598
Machinery and parts.....	36	7,201	167,966	283,586	289,557	.592	.587
Electrical apparatus.....	20	25,495	556,848	873,501	974,644	.637	.635
Engines and pumps.....	10	2,373	47,882	79,692	79,337	.601	.618
Hardware and tools.....	14	3,716	77,683	147,311	144,432	.527	.525
Brass and bronze products.....	10	558	12,052	22,214	21,612	.543	.548
Transportation equipment:	28	14,040	330,494	536,584	541,936	.616	.621
Automobiles.....	5	3,148	80,400	139,208	133,108	.578	.596
Automobile bodies and parts.....	8	3,194	72,083	120,283	121,107	.599	.602
Locomotives and cars.....	7	2,858	62,844	103,474	110,368	.607	.566
Railroad repair shops.....	4	1,787	36,703	52,733	51,909	.696	.702
Shipbuilding.....	4	3,053	78,464	120,886	125,444	.649	.672
Textile products:	95	29,194	544,459	1,303,236	1,276,808	.418	.424
Cotton goods.....	9	1,043	20,597	48,237	48,490	.427	.432
Woolens and worsteds.....	8	1,800	41,662	91,858	74,379	.454	.478
Silk goods.....	31	13,499	231,943	607,690	627,072	.382	.389
Textile dyeing and finishing.....	7	705	16,963	31,969	30,060	.531	.526
Carpets and rugs.....	6	1,851	35,943	73,768	62,835	.487	.515
Hosiery.....	14	6,865	144,972	296,156	291,667	.490	.505
Knit goods, other.....	9	1,449	22,651	63,819	51,871	.355	.415
Men's clothing.....	3	205	2,717	8,414	8,414	.308	.285
Women's clothing.....	5	806	12,759	37,718	39,432	.338	.313
Shirts and furnishings.....	3	971	14,252	43,210	42,588	.330	.288



EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended March 15, 1931	Total Weekly Wages Week Ended March 15, 1931	Total Weekly Employe Hours			Average Hourly Earnings Week Ended	
				March 15, 1931	Feb. 15, 1931	Per Cent Change	March 15, 1931	Feb. 15, 1931
Foods and tobacco:	53	7,022	149,864	328,694	310,485	+ 5.9	.456	.466
Bread and bakery products.....	20	2,069	49,715	104,893	104,082	+ 0.2	.474	.480
Confectionery.....	6	558	9,366	25,164	23,846	+ 5.5	.372	.384
Ice cream.....	8	702	22,733	40,657	38,340	+ 6.0	.565	.565
Meat packing.....	8	1,083	28,960	53,031	52,074	+ 1.8	.546	.546
Cigars and tobacco.....	11	2,610	39,090	104,949	91,543	+ 14.6	.372	.384
Stone, clay and glass products:	45	8,269	182,887	339,725	322,877	+ 5.2	.538	.537
Brick, tile and pottery.....	21	2,500	43,969	93,665	97,746	- 4.2	.469	.474
Cement.....	10	3,593	88,185	159,393	149,752	+ 6.4	.553	.542
Glass.....	14	2,176	50,733	86,667	75,379	+ 15.0	.585	.607
Lumber products:	44	2,786	62,723	118,431	100,484	+ 17.9	.530	.555
Lumber and planing mills.....	13	484	10,171	17,236	17,182	+ 0.3	.590	.618
Furniture.....	27	1,836	42,288	79,612	63,966	+ 24.5	.531	.550
Wooden boxes.....	4	466	10,264	21,583	19,336	+ 11.6	.476	.513
Chemical products:	28	7,769	219,761	364,488	383,004	- 4.8	.603	.580
Chemicals and drugs.....	14	690	18,541	38,808	38,911	- 0.3	.478	.526
Paints and varnishes.....	9	1,236	29,125	55,630	52,037	+ 6.9	.524	.530
Petroleum refining.....	5	5,843	172,095	270,050	292,056	- 7.5	.637	.596
Leather and rubber products:	30	5,430	124,333	263,241	252,406	+ 4.3	.472	.464
Leather tanning.....	9	2,119	55,285	103,485	98,719	+ 4.8	.534	.526
Shoes.....	11	1,911	31,419	92,322	88,129	+ 4.8	.340	.339
Leather products, other.....	6	575	15,520	27,640	27,507	+ 0.5	.562	.547
Rubber tires and goods.....	4	825	22,109	39,794	38,051	+ 4.6	.556	.531
Paper and printing:	47	7,193	215,257	335,133	333,635	+ 0.4	.642	.644
Paper and wood pulp.....	8	2,473	65,381	121,432	118,075	+ 2.8	.538	.537
Paper boxes and bags.....	6	415	7,052	18,479	18,108	+ 2.0	.382	.380
Printing and publishing.....	33	4,305	142,824	195,222	197,452	- 1.1	.732	.732
Construction and contracting.....	52	2,376	63,704	93,149	78,380	+ 6.1	.684	.752

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—CITY AREAS<sup>1</sup>

CITY AREAS	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS		
		No. of Wage Earners Week Ended March 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended March 15, 1931	Index Numbers 1923-1925 = 100		Per cent change compared with March, 1931	Per cent change compared with March, 1930	March 15, 1931	Feb. 15, 1931
			March, 1931	Per cent change compared with March, 1930								
				Feb., 1931	March, 1930							
Allentown—Bethlehem—Easton.....	76	21,135	72.7	— 1.4	—20.5	\$ 505,267	63.0	— 1.7	—34.7	\$23.91	\$23.90	
Altoona.....	14	2,275	77.1	+ 1.3	—11.2	42,492	68.1	+ 2.9	—28.8	18.68	18.43	
Erie.....	23	8,260	88.7	— 0.1	—20.7	207,934	78.8	+ 1.5	—35.4	25.17	24.76	
Harrisburg.....	33	10,054	87.4	— 4.3	—16.8	234,051	83.8	+ 2.4	—28.7	23.28	21.79	
Hazleton—Pottsville.....	19	3,584	87.5	+16.5	—18.5	64,091	80.9	+28.2	—26.5	17.88	17.12	
Johnstown.....	15	7,686	73.4	— 2.1	—29.6	241,308	67.0	+ 2.8	—38.6	31.40	30.00	
Lancaster.....	28	4,829	75.5	+ 1.9	— 9.1	92,881	64.3	— 1.2	—21.0	19.23	19.85	
New Castle.....	11	4,530	62.8	+ 1.6	—18.7	106,607	50.7	+ 0.8	—32.6	23.53	23.68	
Philadelphia.....	249	78,506	79.3	— 0.9	—19.4	1,936,259	75.1	— 0.4	—28.3	24.66	24.54	
Pittsburgh.....	88	64,227	70.7	— 0.6	—15.8	1,426,325	56.5	— 1.1	—35.1	22.21	22.34	
Reading—Lebanon.....	63	21,809	84.3	+ 0.8	—16.4	445,602	70.3	+ 3.5	—35.4	20.43	19.91	
Scranton.....	28	4,446	85.5	+ 0.5	—12.7	71,080	74.4	+ 1.5	—18.3	15.99	15.83	
Sunbury.....	23	7,366	73.1	— 4.3	—16.6	125,966	59.0	—13.6	—35.0	17.10	18.93	
Wilkes-Barre.....	24	6,658	94.8	— 0.3	—11.5	106,063	88.9	+ 3.9	—19.8	15.93	15.28	
Williamsport.....	25	4,373	73.9	— 3.3	—21.9	99,046	75.4	+ 0.3	—32.7	22.65	19.64	
York.....	49	5,952	91.1	+ 2.8	— 6.5	105,024	76.1	+ 3.4	—18.1	17.65	17.56	

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

## ACCIDENTS IN INDUSTRY DECREASE

Accidents in industry during March continued at the lowest level reached in the sixteen years for which records are available. Reports of 129 fatal and 9,091 non-fatal accidents were received at the Bureau of Workmen's Compensation during the month. March and October were selected as the two months in 1931 during which intensive industrial accident prevention efforts should be made because the records for past years showed distinct accident peaks for these two months. The record of accidents for March, 1931, shows that the customary accident peak for this month has been eliminated. The total of accidents for March, 1931, is lower than the total for the corresponding month in any previous year, and is the second lowest industrial accident total for any month since January, 1916. Unquestionably, the low level of accidents obtaining in industry at this period is due in a large measure to the industrial depression, but it appears that industry's concentrated safety effort for the month was successful in lopping off the usual March peak. Fatal accidents for March, 1931, were 12.2 per cent higher than in March, 1930, but the total of non-fatal accidents for March, 1931, showed a 24.8 per cent reduction as compared with the non-fatal accident total for March, last year. In comparison with the accident totals for February, 1931, March shows an increase of 12 fatal and 164 non-fatal accidents. This increase is accounted for by the greater number of working days in March than in February.

The 129 deaths from accident in industry during March were classified industrially as follows: construction and contracting, 18; manufacturing, 24 coal mining, 61 (anthracite, 46; and bituminous, 15); quarrying, 2; transportation, 7; public utilities, 1; trade, 4; hotels and restaurants, 1; state and municipal, 10; and miscellaneous, 1. The seasonal increase in construction operations was reflected by the increase in fatal accidents for this group. There were seven more deaths in construction work during March than in February. Manufacturing industries showed an increase of six deaths, the increase occurring in the metal industries. Fatalities in anthracite coal mines following a large reduction in February rose sharply in March with a 59 per cent increase over the February total. Bituminous mines, on the other hand, showed a reduction of 11 deaths for March as compared with February. The total of 15 deaths in the bituminous industry for March, 1931, was the lowest number recorded for any month during the last ten years. Quarries reported two deaths in March, or the same number as in February. Railroads reported only six deaths in March as compared with 12 in February. Fatal accident reductions were shown for all other industry groups except the hotel and restaurant industry which reported one death in March and none in February, and the state and municipal group which showed 10 fatalities for March as compared with seven in February.

Falling objects in March again led the list of causes of death in industry with a total of 40, of which 35 occurred in coal mines. Other causes responsible for the deaths of ten or more workers during March were falls of persons, 15; motor vehicles, 14; explosive substances, 13; and cars and engines, 11. These five causes were responsible for 93, or 72 per cent, of the 129 fatal accidents reported during the month. Handling objects, falls of persons, and falling objects were the principal causes of non-fatal injuries; these three types accounting for more than 50 per cent of total non-fatal injuries to workers reported during March.

The accident totals for the three main divisions of industry for the first quarter of 1931 as compared with totals for the corresponding period in 1930 are as follows:

#### ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

INDUSTRY	Three Months, 1931		Three Months, 1930		Per Cent Increase or Decrease in 1931	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
General industrial.....	169	16,607	201	23,352	-15.9	-28.9
Coal mining.....	191	10,738	216	12,634	-11.6	-15.0
Transportation and public utilities....	42	1,287	33	2,124	+27.3	-39.4
<b>TOTAL.....</b>	<b>402</b>	<b>28,632</b>	<b>450</b>	<b>38,110</b>	<b>-10.7</b>	<b>-24.9</b>

#### COMPENSATION

Compensation agreements were approved by the Bureau of Workmen's Compensation in 6,124 cases during March, 1931, involving payments to injured workers, or to their dependents in the amount of \$1,349,202. This amount was made up as follows:

151 fatal cases.....	\$512,483
333 permanent disability cases.....	419,075
5,640 temporary disability cases.....	417,644

The number of agreements approved during March was the lowest since last November. The 333 cases of permanent disability in which agreements were approved during March included compensation awards for the loss, or loss of use, of 41 eyes, 9 arms, 19 hands, 126 fingers, 96 phalanges, 22 legs, and 20 feet. Awards also were made in 21 cases for facial disfigurement, in 8 cases for miscellaneous permanent total disability, and in 18 cases for miscellaneous permanent partial disability. Three cases of double member loss were included among the March awards; one case of double eye loss and two cases of double leg loss. The victim of the double eye injury was a bituminous miner injured when struck by an object thrown by a blast. One of the workers who lost the use of both legs was employed in a rolling mill and was injured when



material being moved by a crane slipped from its sling and fell on his legs. The second victim of double leg injury also was a rolling mill employee who received his injury when struck by a falling object.

Permanent injury cases for the first three months of 1931 have shown an alarming increase. Increases are shown for all classes of permanent injury as follows:

**PERMANENT INJURIES COMPENSATED  
THREE MONTHS IN 1931 COMPARED WITH THREE MONTHS IN 1930**

Class of Permanent Injury	Three Months, 1931	Three Months, 1930	Increase in 1931	
			Number	Per Cent
Eyes.....	131	96	35	+ 36.4
Arms.....	31	26	5	+ 19.2
Hands.....	66	48	18	+ 37.5
Fingers.....	387	338	49	+ 14.5
Phalanges.....	267	264	3	+ 1.1
Legs.....	50	20	30	+150.0
Feet.....	57	28	29	+103.6
Facial disfigurement.....	86	44	42	+ 95.4
Miscellaneous permanent total.....	27	12	15	+125.0
Miscellaneous permanent partial....	51*	..	..	.....
<b>TOTAL.....</b>	<b>1,102</b>	<b>876</b>	<b>226</b>	<b>+ 25.8</b>

\*New classification established July 1, 1930—not included in comparative total.

An increase also is shown in the average severity of temporary disabilities compensated during the first quarter of 1931 in comparison to the average severity of injury for the cases compensated during the corresponding period in 1930. The length of disability for the temporary disability cases compensated during the first three months in 1931 averaged 42.2 days as compared with an average of 41.0 days for the cases compensated during the first three months in 1930, a 2.9 per cent increase.

Compensation awards for the first three months of 1931 totaled \$4,083,201 as compared with a total of \$4,027,352 for the first three months in 1930, an increase of \$55,849, or 1.4 per cent. A total of 20,757 compensation agreements were approved during the first quarter of 1931, a decrease of 2,397 cases, or 10.4 per cent, as compared with the number approved during the first three months last year. The 1.4 per cent increase in compensation awards notwithstanding a 10.4 per cent decrease in the number of compensation cases is due to the larger number of agreements in fatal and permanent disability cases.

## INDUSTRIAL ACCIDENT FREQUENCY FOR MARCH, 1931, BY COUNTY

COUNTY <sup>1</sup>	Number of Accidents Reported		Rate of Accidents per 1,000 of Estimated Working Population <sup>2</sup>		Comparative Rank of Low Accident Frequency
	Fatal	Non-fatal	March, 1931	Equivalent Annual Rate	
All Counties (67)—Total.....	129	9,091	2.51	29.55	..
Adams.....	..	12	.84	9.89	9
Allegheny.....	15	1,188	2.32	27.32	47
Armstrong.....	..	80	2.60	30.61	52
Beaver.....	1	117	2.18	25.67	42
Bedford.....	..	20	1.35	15.90	22
Berks.....	2	171	1.98	23.31	38
Blair.....	2	48	.93	10.95	12
Bradford.....	1	16	.86	10.13	10
Bucks.....	1	42	1.18	13.89	18
Butler.....	1	35	1.15	13.54	17
Cambria.....	3	318	4.08	48.04	61
Cameron.....	..	1	.46	5.42	2
Carbon.....	2	69	2.86	33.67	56
Centre.....	..	42	2.28	26.85	44
Chester.....	..	75	1.55	18.25	27
Clarion.....	..	41	2.98	35.09	58
Clearfield.....	1	82	2.30	27.08	45
Clinton.....	..	17	1.32	15.54	20
Columbia.....	..	47	2.46	25.74	43
Crawford.....	..	40	1.63	19.16	30
Cumberland.....	1	31	1.25	14.72	19
Dauphin.....	5	156	2.53	29.79	49
Delaware.....	..	193	1.98	23.31	37
Elk.....	..	44	3.30	38.85	59
Erie.....	1	143	2.16	25.43	41
Fayette.....	2	211	2.77	32.61	55
Forest.....	..	11	4.78	56.28	63
Franklin.....	..	36	1.43	16.84	25
Fulton.....	..	3	.82	9.65	7
Greene.....	..	39	2.58	30.38	50
Huntingdon.....	..	27	1.75	20.60	33
Indiana.....	1	89	2.31	27.20	46
Jefferson.....	..	56	2.59	30.50	51
Juniata.....	1	2	.53	6.18	3
Lackawanna.....	16	576	4.97	58.52	65
Lancaster.....	2	149	2.02	23.78	39
Lawrence.....	..	35	.95	11.19	13
Lebanon.....	..	29	1.12	13.19	16
Lehigh.....	..	101	1.55	18.25	26
Luzerne.....	21	1,037	6.28	73.94	67
Lycoming.....	..	70	1.97	23.20	36
McKean.....	..	60	2.88	33.91	57
Mercer.....	..	39	1.02	12.01	15
Mifflin.....	..	25	1.69	19.90	32
Monroe.....	..	17	1.60	18.84	29
Montgomery.....	3	158	1.67	19.66	31
Montour.....	..	5	.88	10.36	11
Northampton.....	1	86	1.34	15.78	21
Northumberland.....	3	275	5.59	65.82	66
Perry.....	..	7	.81	9.54	6
Philadelphia.....	19	1,452	2.61	30.73	53
Pike.....	..	4	1.37	16.13	24
Potter.....	1	9	1.37	16.13	23
Schuylkill.....	9	435	4.91	57.81	64
Snyder.....	..	3	.42	4.95	1
Somerset.....	2	141	4.48	52.75	62
Sullivan.....	..	2	.63	7.42	5
Susquehanna.....	..	11	.82	9.65	8
Tioga.....	..	35	2.67	31.44	54
Union.....	..	4	.60	7.06	4
Venango.....	..	38	1.56	18.37	28
Warren.....	2	34	2.23	23.03	35
Washington.....	6	296	3.85	45.33	60
Wayne.....	2	23	2.08	24.49	40
Westmoreland.....	2	282	2.51	29.55	48
Wyoming.....	..	6	1.01	11.89	14
York.....	1	118	1.89	22.25	34
Out of State.....	1	27	....	.....	..

<sup>1</sup>Counties having an accident rate higher than the average rate for all counties are printed in red.<sup>2</sup>Rate is of accidents in all industries including the coal mining and transportation and public utility industries.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
ACCIDENT REPORTS RECEIVED

1931	Total			General Industrial		Coal Mining		Transportation and Public Utilities	
	Total	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
TOTAL—Three Months, 1931.....	29,034	402	28,632	169	16,607	191	10,738	42	1,287
January.....	10,770	156	10,614	62	6,237	75	3,864	19	513
February.....	9,044	117	8,927	47	5,116	55	3,429	15	382
March.....	9,220	129	9,091	60	5,254	61	3,445	8	392
April.....	.....	...	.....	...	.....	...	.....	..	...
May.....	.....	...	.....	...	.....	...	.....	..	...
June.....	.....	...	.....	...	.....	...	.....	..	...
TOTAL—Three Months, 1930....	38,560	450	38,110	201	23,352	216	12,634	33	2,124
GRAND TOTAL.....	2,670,679	35,084	2,635,595	15,035	1,666,922	14,833	747,019	5,216	221,654

<sup>1</sup>Since the inception of the Act—January 1, 1916.

# AGREEMENTS APPROVED BY THE BUREAU OF WORKMEN'S COMPENSATION

1931	Total	Fatal	Permanent Disability	Temporary Disability
TOTAL—Three Months, 1931.....	20,757	477	1,002	19,278
January.....	7,804	134	373	7,297
February.....	6,829	192	296	6,341
March.....	6,124	151	333	5,640
April.....	.....	.....	.....	.....
May.....	.....	.....	.....	.....
June.....	.....	.....	.....	.....
TOTAL—Three Months, 1930.....	23,154	474	761	21,919
GRAND TOTAL.....	1,118,832	29,535	35,269	1,054,028

## COMPENSATION AWARDED AND PAID

1931	AWARDED				PAID			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
TOTAL—Three Months, 1931.....	\$ 4,083,201	\$ 1,481,234	\$ 1,244,742	\$ 1,357,225	\$ 3,550,080	\$ 1,007,644	\$ 1,185,211	\$ 1,357,225
January.....	1,372,470	435,014	457,217	480,239	1,249,971	339,481	430,251	480,239
February.....	1,361,529	533,737	368,450	459,342	1,134,901	297,335	378,224	459,342
March.....	1,349,202	512,483	419,075	417,644	1,165,208	370,828	376,736	417,644
April.....	.....	.....	.....	.....	.....	.....	.....	.....
May.....	.....	.....	.....	.....	.....	.....	.....	.....
June.....	.....	.....	.....	.....	.....	.....	.....	.....
TOTAL—Three Months, 1930.....	\$ 4,027,352	\$ 1,640,676	\$ 762,853	\$ 1,623,823	\$ 3,657,784	\$ 1,086,977	\$ 946,984	\$ 1,623,823
GRAND TOTAL.....	\$186,333,781	\$85,330,418	\$40,482,120	\$60,521,243	\$137,332,190	\$41,468,985	\$35,341,962	\$60,521,243

<sup>1</sup>Since the inception of the Act—January 1, 1916.



COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION  
PERMANENT INJURIES<sup>2</sup>

1931	Loss of Eyes		Loss of Arms		Loss of Hands		Loss of Fingers		Loss of Phalanges	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Three Months, 1931..	131	\$ 237,353	31	\$ 92,246	66	\$ 158,984	387	\$ 155,146	267	\$ 63,132
January.....	55	101,049	10	29,551	29	69,846	146	58,582	91	21,612
February.....	35	62,907	12	35,055	18	44,010	115	44,429	80	20,034
March.....	41	73,397	9	27,640	19	45,128	126	52,135	96	21,486
April.....	..	.....	..	.....	..	.....	..	.....	..	.....
May.....	..	.....	..	.....	..	.....	..	.....	..	.....
June.....	..	.....	..	.....	..	.....	..	.....	..	.....
TOTAL—Three Months, 1930	96	\$ 171,569	26	\$ 75,280	48	\$ 116,700	338	\$ 141,476	264	\$ 62,623
GRAND TOTAL <sup>1</sup> .....	8,750	\$12,779,026	1,164	\$2,737,041	3,542	\$6,786,223	11,733	\$4,347,454	9,356	\$1,903,312

PERMANENT INJURIES<sup>2</sup>—(Concluded)

1931	Loss of Legs		Loss of Feet		Facial Disfigurement		Miscellaneous	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Per Total Dis.	Per. Par. Dis. <sup>3</sup>
TOTAL—Three Months, 1931..	50	\$ 134,837	57	\$ 119,301	86	\$ 30,864	27	\$ 144,695
January.....	12	36,300	18	37,558	22	6,748	9	47,525
February.....	16	37,778	19	37,971	33	9,105	10	52,068
March.....	22	60,759	20	43,772	31	15,011	8	45,102
April.....	..	.....	..	.....	..	.....	..	.....
May.....	..	.....	..	.....	..	.....	..	.....
June.....	..	.....	..	.....	..	.....	..	.....
TOTAL—Three Months, 1930	20	\$ 56,086	28	\$ 57,325	44	\$ 22,045	12	\$ 59,749
GRAND TOTAL <sup>1</sup> .....	1,636	\$3,798,095	2,253	\$3,920,111	910	\$467,130	767	\$3,417,729
							138	\$ 325,999

<sup>1</sup>Since the inception of the Act—January 1, 1916.

<sup>2</sup>Multiple losses separated respectively.

<sup>3</sup>New classification established July 1, 1930.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
DURING MARCH, 1931

67

CAUSE	Total of All Industries				Construction and Contracting				Coal Mining				Manufacturing												Textiles		
	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF		F	NF
	*																										
TOTAL OF ALL CAUSES.....																											
Working machinery and processes.....	5	636	9	7	19	1	37	68	2	3	427	3	1	7	59	24	21	1	53	29	54						
Boilers and pressure apparatus.....	1	18			1	1	3	1	5		5																
Pumps and prime movers.....	2	22	2	1	5	2	3	1	1		5																
Transmission apparatus.....	2	17	1	1	5	2	3	1	1		10	1															
Elevators and hoists.....	1	46		2	2	10	7	4	4	1	12	3	3	1	1	2											
Cranes and derricks.....	4	110	2	12	10	7	7	2	1	2	58	1															
Cars and engines.....	11	685		2	4	4	246	3	289	3	36	3															
Motor vehicles.....	14	391	5	1	8	22	3	5	2	2	127	9	3	3	3	27	2	3	8	3							
Other vehicles.....	2	54		2	2	2	1				23					12	2	6	2	2							
Hand trucks.....	95	1	1	3	6	1	1	2	1		60	4	5	1	7	3	1	4									
Water and air craft.....	2	9		3	2						2	1															
Handling objects—by hand.....	5	2,006	63	52	89	2	392	233	16	3	665	36	46	18	1	95	11	52	1	42	39						
Hand tools.....	2	871	26	22	32	1	223	157	9		254	9	9	22	27	10	33	7	13								
Electricity.....	5	45		2	1			8	2		15																
Explosive substances.....	13	132	1	1	4	7	61	16	1		22	1	5	13	3	1	1	7	1	3	7						
Hot and corrosive substances.....	3	245	15	10	10	1	16	8	1	2	119	7	9	12	2	13	3	25	8	10							
Falling objects.....	40	1,408	1	33	2	31	46	27	589	8	12	177	28	1	24	78	19	26	35	42							
Falls of persons.....	15	1,420	5	90	2	56	1	100	1		447	10	10	7	15	13	6	5	13	15							
Stepping upon or striking against objects.....	1	503	28	28	22		120	43	5		134	4															
Miscellaneous.....	3	408	6	10	16	1	100	100	53		73																

\*F. = Fatal.  
N. F. = Non-fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING MARCH, 1931—(Concluded)

CAUSE	Manufacturing—(Concluded)										Transportation and Public Utilities				Other Industries																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
	Metals and Metal Products										Other	Steam Railroads	Other Transportation	Public Utilities	Hotels and Restaurants	Trading		Wholesale	State and Municipal	Miscellaneous																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
	Total	Blast Furnaces and Steel Works	Rolling Mills	Foundries and Machine Shops	Fabrication	Car Repair Shops	Automobile Service Stations	Other																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
								F	NF	F						NF	F				NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
* F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF</

\*F. = Fatal.  
N. F. = Non-fatal.

## FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1927			1928			1929			1930			1931		
	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
January.....	170	14,497	14,667	161	11,975	12,136	161	13,644	13,806	180	14,107	14,287	156	10,614	10,770
February....	184	13,101	13,285	145	11,912	12,057	137	12,140	12,277	155	11,914	12,069	117	8,927	9,044
March.....	354	27,598	27,952	306	23,887	29,193	298	25,784	26,082	335	26,021	26,356	273	19,541	19,814
April.....	162	14,332	14,494	145	12,539	12,684	195	13,712	13,907	115	12,089	12,204	129	9,091	9,220
May.....	516	41,930	42,446	451	36,426	36,877	493	39,496	39,989	450	38,110	38,560	402	28,632	29,034
June.....	169	12,693	12,862	139	10,928	11,067	151	12,593	12,744	167	11,309	11,476			
July.....	685	54,623	55,308	590	47,354	47,944	644	52,089	52,733	617	49,419	50,036			
August.....	172	12,869	13,041	360	13,041	13,401	179	13,677	13,856	125	12,059	12,184			
September...	857	67,492	68,349	950	60,395	61,345	823	65,766	66,589	742	61,478	62,220			
October....	185	13,441	13,626	190	12,503	12,693	137	13,679	13,816	139	11,871	12,010			
November...	1,042	80,933	81,975	1,140	72,898	74,038	960	79,445	80,405	881	73,349	74,230			
December...	176	12,548	12,724	138	12,291	12,429	172	13,302	13,474	171	12,066	12,237			
TOTAL....	2,053	158,690	160,743	2,065	150,433	152,498	2,000	164,657	166,657	1,762	142,917	144,679			

NOTE: The figures in italics represent the cumulative totals by month under each classification.



COMMONWEALTH OF PENNSYLVANIA  
DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

---

Harrisburg:.....Office of the Secretary,  
Industrial Board,  
Workmen's Compensation Board,  
Bureau of Employment,  
Executive Bureau,  
Bureau of Industrial Relations,  
Bureau of Industrial Standards,  
Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Statistics,  
Bureau of Workmen's Compensation,  
Bureau of Women and Children,  
South Office Building.

---

BRANCH OFFICES

Allentown:.....Lehigh Valley State Employment Office,  
529 Hamilton Street.  
State Workmen's Insurance Fund,  
6 Gerner Building, 838 Hamilton St.

Altoona:.....Cooperative State Employment Office,  
Central Trust Building.  
Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Commerce Building.  
State Workmen's Insurance Fund,  
333 Central Trust Building.

DuBois:.....Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Deposit National Bank Building.

Erie:.....State Employment Office,  
126 East Eleventh Street.

Franklin:.....State Workmen's Insurance Fund,  
413 Franklin Trust Building.

Gaines:.....State Workmen's Insurance Fund.

Greensburg:.....State Workmen's Insurance Fund,  
306 Coulter Building.  
Workmen's Compensation Referee,  
608 First National Bank Building.

- Harrisburg:.....Bureau of Bedding and Upholstery,  
400 North Third Street.  
State Employment Office,  
Second and Chestnut Streets.  
State Workmen's Insurance Fund,  
1826 South Fourth Street.
- Hazleton:.....Bureau of Inspection,  
713 Hazleton National Bank Building.
- Johnstown:.....Bureau of Inspection,  
427 Swank Building.  
State Employment Office,  
219 Market Street.  
State Workmen's Insurance Fund,  
1005 U. S. National Bank Building.
- Kane:.....Workmen's Compensation Referee,  
Kane Trust and Savings Building.  
Bureau of Inspection,  
Fraley and Field Streets.
- Lancaster:.....Cooperative State Employment Office,  
Y. M. C. A. Building.  
Bureau of Inspection,  
Workmen's Compensation Referee,  
Woolworth Building.
- Lock Haven:.....State Workmen's Insurance Fund,  
214 Vesper Street.
- New Castle:.....Cooperative State Employment Office,  
Y. M. C. A. Building,  
West Washington Street.
- Oil City:.....Cooperative State Employment Office,  
Y. M. C. A. Building.
- Philadelphia:.....State Employment Office (Main Office),  
Bureau of Rehabilitation,  
Steele Building, Fifteenth and Cherry Streets.  
Bureau of Inspection,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,  
Workmen's Compensation Board,  
Bureau of Women and Children,  
State Workmen's Insurance Fund,  
Market Street National Bank Building, 11th Floor,  
Market and Juniper Streets.
- Pittsburgh:.....Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,

	Bureau of Industrial Relations, Fulton Building. State Employment Office, 622 Grant Street. State Workmen's Insurance Fund 904 Park Building.
Pottsville:.....	Bureau of Rehabilitation, Workmen's Compensation Referee 1 Ulmer Building. State Workmen's Insurance Fund, Baird Building.
Reading:.....	State Employment Office, 24 North Sixth Street.
Scranton:.....	State Employment Office, Linden Street and Madison Avenue. Bureau of Inspection, Workmen's Compensation Referee, State Workmen's Insurance Fund, 418 Union National Bank Building.
Sunbury:.....	State Workmen's Insurance Fund 9 Witmer Building.
Towanda:.....	State Workmen's Insurance Fund, 216 Poplar Street.
Upper Darby:.....	Bureau of Inspection, 6908 Market Street. Bureau of Bedding and Upholstery, 303 McClatchey Building, 69th and Market Streets.
Wilkes-Barre:.....	Bureau of Rehabilitation, Workmen's Compensation Referee, Coal Exchange Building. State Workmen's Insurance Fund, 174 Carey Avenue.
Williamsport:.....	Bureau of Inspection, Workmen's Compensation Referee, Heyman Building. Cooperative State Employment Office, Y. M. C. A. Building, 343 West Fourth Street.
York:.....	Bureau of Workmen's Compensation, Central National Bank Building. State Workmen's Insurance Fund, 917 Wayne Avenue.

Note: State Employment Offices are conducted in cooperation with the United States Employment Service.

# LABOR AND INDUSTRY

*Published monthly by*

**DEPARTMENT OF LABOR AND INDUSTRY  
COMMONWEALTH OF PENNSYLVANIA**

A. M. NORTHRUP, M. D., *Secretary*

LINCOLN C. CARSON AND EFFIE REIMENSNYDER, *Editors*

---

---

**Vol. XVIII**

**JUNE, 1931**

**No. 6**

---

---

## Contents

	<i>Page</i>
Public School Art is Aid to Safety Campaign. . . . .	3
Accidents to Working Women in Pennsylvania. . . . . William J. Maguire, Director, Bureau of Statistics.	6
Industrial Safety Contest Will Determine Accident Facts. . . . .	10
Activities of the Bureau of Rehabilitation. . . . .	10
They Put Safety First. . . . .	12
Industrial Board. . . . .	16
Workmen's Compensation Law. . . . .	20
Recent Decisions of the Workmen's Compensation Board. . . . .	22
Review of Industrial Statistics. . . . . William J. Maguire, Director, Bureau of Statistics.	30
Directory of Offices. . . . .	52



DEPARTMENT OF LABOR AND INDUSTRY

A. M. NORTHRUP, M. D., *Secretary*  
CHARLOTTE E. CARR, *Deputy Secretary*

---

BUREAU OF INSPECTION

HARRY D. IMMEL, *Director*  
T. J. GOULD, *Assistant Director*

---

BUREAU OF WORKMEN'S COMPENSATION

W. H. HORNER, *Director*  
M. G. LEHMAN, *Assistant Director*

---

BUREAU OF REHABILITATION

HARRY TREBILCOX, *Director*

---

BUREAU OF EMPLOYMENT

S. S. RIDDLE, *Director*

---

BUREAU OF INDUSTRIAL STANDARDS

JOHN CAMPBELL, *Director*  
S. W. HOMAN, *Assistant Director*

---

BUREAU OF INDUSTRIAL RELATIONS

AMBROSE LANGAN, *Director*

---

BUREAU OF STATISTICS

WILLIAM J. MAGUIRE, *Director*  
TOLBERT C. K. SMEE, *Assistant Director*

---

BUREAU OF WOMEN AND CHILDREN

BEATRICE McCONNELL, *Director*

---

BUREAU OF BEDDING AND UPHOLSTERY

M. P. FREDERICK, *Director*  
FRED W. WYBLE, *Assistant Director*

---

BUREAU OF ACCOUNTING

WILLIAM C. HALFPENNY, *Director*

---

INDUSTRIAL BOARD

A. M. NORTHRUP, M. D., *Chairman*  
GEORGE W. FISHER  
JOHN A. PHILLIPS

MRS. HUGH NEELY FLEMING  
A. L. LINDERMAN  
JAMES S. ARNOLD, *Secretary*

---

WORKMEN'S COMPENSATION BOARD

A. M. NORTHRUP, M. D., *ex-Officio*  
ARTHUR C. DALE, *Chairman*  
EDWARD J. HUNTER

WILLIAM J. BURCHINAL  
J. C. DETWEILER, *Secretary*

---

STATE WORKMEN'S INSURANCE BOARD

A. M. NORTHRUP, M. D., *Chairman*

EDWARD MARTIN, *State Treasurer*

CHARLES F. ARMSTRONG, *Insurance Commissioner*

---

STATE WORKMEN'S INSURANCE FUND

W. JACK STITELER JR., *Manager*  
J. G. BINGAMAN, *Assistant Manager*

## PUBLIC SCHOOL ART IS AID TO SAFETY CAMPAIGN

These safety cartoons by pupils of the New Castle schools herewith presented are of the many examples of applied art work in these schools. This work stimulates thought on the part of the pupils in a most important field of conservation. Furthermore, there is revealed the child with exceptional gifts and abilities who may eventually become a cartoonist or commercial artist.

The Department of Public Instruction is encouraging and seeking opportunities to cooperate with the Department of Labor and Industry in applying art work in the schools to the illustration of safety measures for the conservation of life and property.

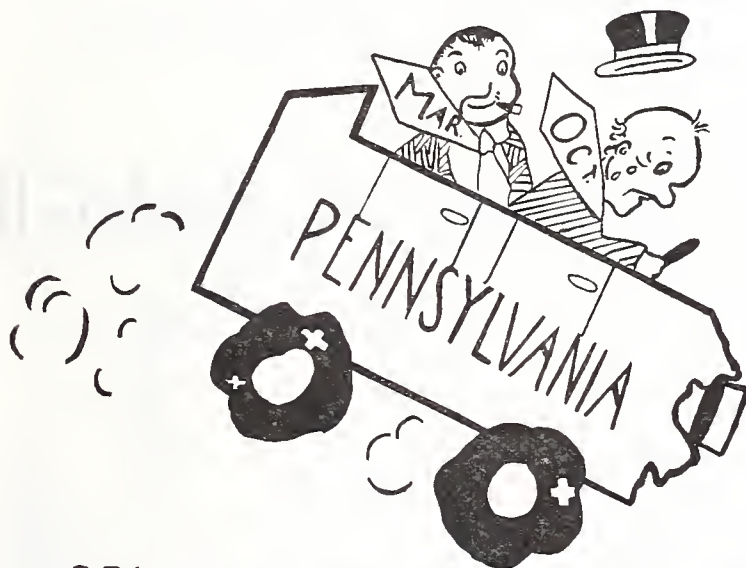
C. VALENTINE KIRBY,

*Director of Art,*

Department of Public Instruction

# DO IT NOW!

## HELP

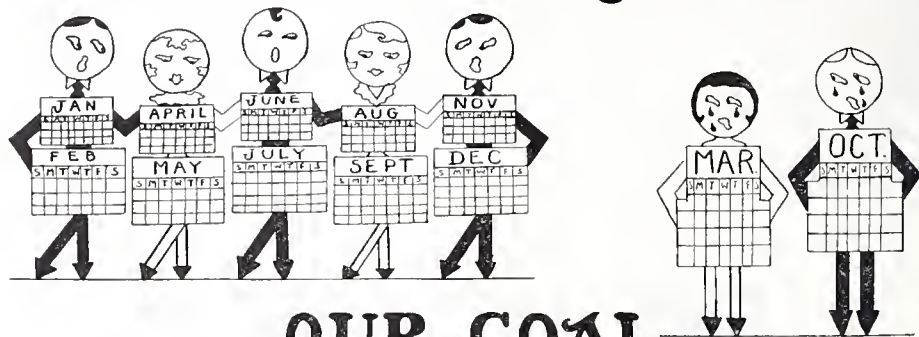


BRING DOWN ACCIDENT RATE IN  
**MARCH** AND **OCTOBER**  
AIM FOR  
**100% SAFETY**

HOWENS

# HAIL! HAIL!

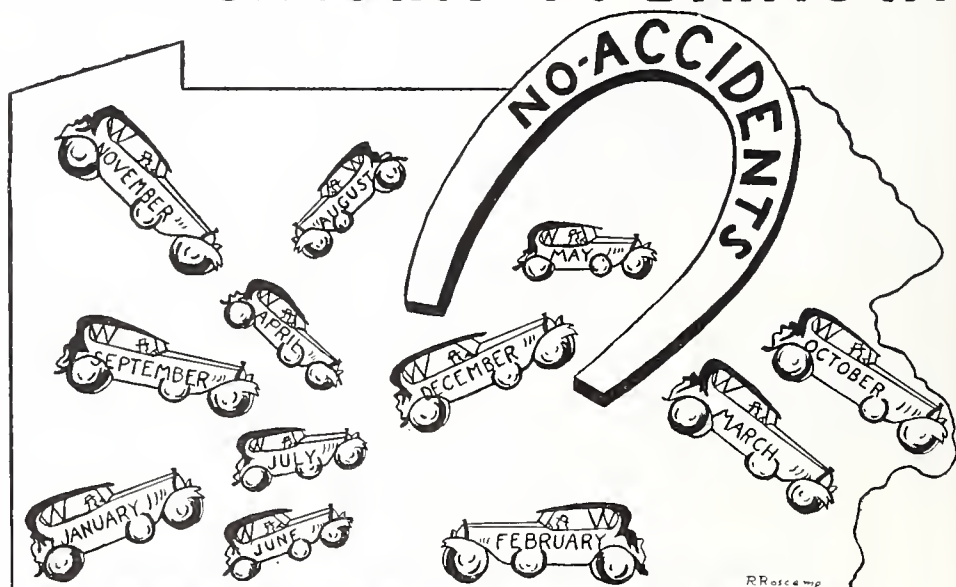
## Let's Get The Gang All Here



**OUR GOAL**  
**100 % SAFETY**  
*for*  
**EVERY MONTH**

L BEALL

## DO YOUR PART TO BRING IN

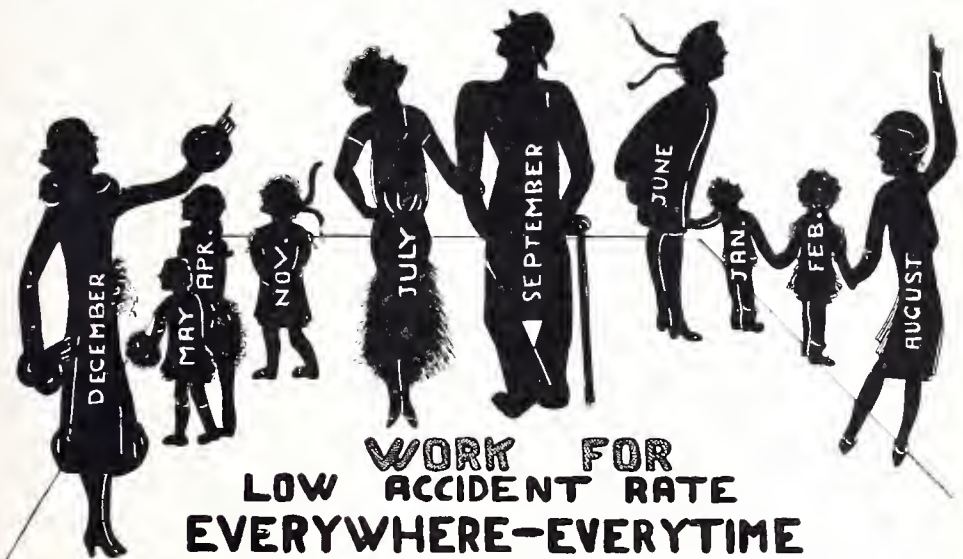
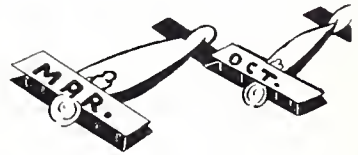


## MARCH AND OCTOBER



YOU HELP!

MAR. - OCT. MAKE  
SAFE LANDINGS





# ACCIDENTS TO WORKING WOMEN IN PENNSYLVANIA

PREPARED BY  
*The Bureau of Statistics*

WILLIAM J. MAGUIRE, *Director*

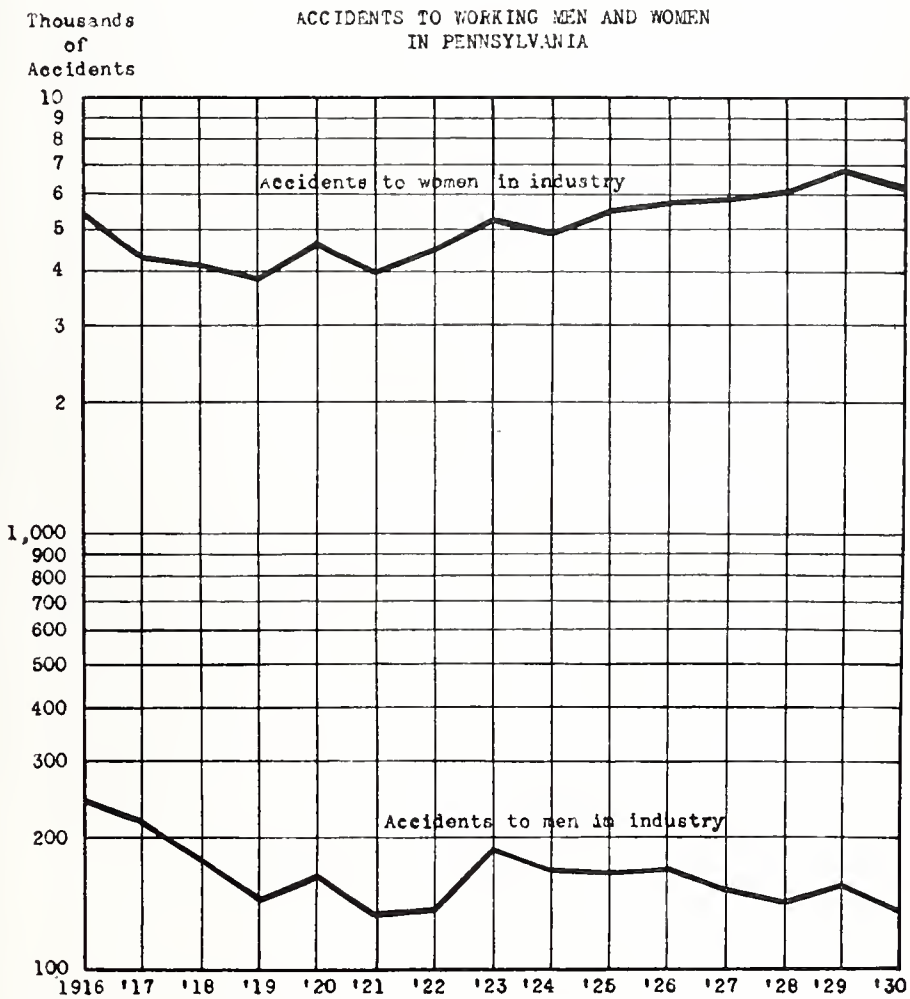
In order to provide some composite public record of the number of accidents occurring to women employed in the industries of Pennsylvania, the Department herewith presents a tabulation giving a record of the number of accidents to women that have been reported from industry during the fifteen years (1916-1930) that the workmen's compensation law has been in effect in Pennsylvania.

A total of 77,524 accidents to women workers were reported during the fifteen year period, of which 269 resulted fatally. Fatal accidents to women constituted less than one per cent of the total number of deaths from accident in industry during the fifteen-year period, and non-fatal accidents to women workers comprised three per cent of the total non-fatal injuries to workers of both sexes.

The number of accidents to women workers, both the actual number and the number in proportion to the total, has increased almost constantly since 1916 except for slight declines in 1923 and 1924. The trend of accidents to women workers in comparison to the trend of accidents to men is shown in the accompanying chart.

Whether the almost constant rise in women's accidents as contrasted with the declining trend of total accidents in industry is proportionate to the increased industrial employment of women workers cannot be determined definitely from available employment records. However, it seems a reasonable assumption that the increase in women's accidents is primarily the result of increased industrial employment of women. This opinion is substantiated to some extent by data for the manufacturing industry which contributes nearly 60 per cent of total accidents to women in all industries. Figures of the Pennsylvania Department of Internal Affairs for the year 1922, the most remote year for which comparative data are available, show that the average number of female wage earners employed in manufacturing establishments in Pennsylvania in the year was 222,218. Two thousand seven hundred eighty-one accidents to women in the manufacturing industry were reported during the year 1922, establishing a rate of 12.5 accidents per 1,000 women employed. The Department of Internal Affairs report for 1929 shows a total of 252,479 women wage earners in manufacturing. Three thousand five hundred and five women workers were injured in manufacturing work during that year, giving an accident frequency of 13.9 per 1,000 women employed. So that while the number of

women workers in manufacturing increased 13.6 per cent in the seven-year interval from 1922 to 1929, and while the actual number of accidents to women workers in manufacturing increased 26.0 per cent, the rate of accidents per 1,000 women workers employed in manufacturing advanced only 11.2 per cent. A similar comparison of accidents to male workers for the same industry and same years shows that the rate of accidents per 1,000 male workers dropped from 96.1 in 1922 to 77.8 in 1929, a 19.0 per cent reduction.



COMMONWEALTH OF PENNSYLVANIA  
DEPARTMENT OF LABOR AND INDUSTRY  
BUREAU OF STATISTICS

ACCIDENTS TO WORKING WOMEN IN PENNSYLVANIA 1916-1930 BY INDUSTRY—PROPORTION OF TOTAL

	All Industries		Construction and Contracting		Manufacturing		Mining and Quarrying		Transportation and Public Utilities		Trading		State and Municipal		Other Industries	
	Fatal	**Non-Fatal	Fatal	**Non-Fatal	Fatal	**Non-Fatal	Fatal	**Non-Fatal	Fatal	**Non-Fatal	Fatal	**Non-Fatal	Fatal	**Non-Fatal	Fatal	**Non-Fatal
1916—TOTAL.....	2,670	252,946	195	15,527	808	148,294	1,113	53,844	390	19,865	46	6,389	28	955	90	8,072
Male.....	2,656	247,511	195	15,501	800	144,679	1,113	53,839	390	19,750	45	5,685	26	905	87	7,152
Female.....	14	5,435	.....	26	8	3,615	.....	5	.....	115	1	704	2	50	3	920
Female—per cent of total..	0.5	2.1	.....	0.2	1.0	2.4	.....	*	.....	0.6	2.2	11.0	7.1	5.2	3.3	11.4
1917—TOTAL.....	3,072	224,808	196	13,987	954	120,962	1,179	56,303	544	20,314	62	5,311	40	1,218	97	6,713
Male.....	3,012	220,465	196	13,968	902	118,087	1,178	56,290	543	20,145	61	4,814	39	1,185	93	5,976
Female.....	60	4,343	.....	19	52	2,875	1	13	1	169	1	497	1	33	4	737
Female—per cent of total..	2.0	1.9	.....	0.1	5.5	2.4	0.1	*	0.2	0.8	1.6	9.3	2.5	2.7	4.1	11.0
1918—TOTAL.....	3,403	181,441	312	12,431	927	92,916	1,266	50,617	706	16,716	58	3,752	61	907	72	4,102
Male.....	3,379	177,301	312	12,403	917	90,069	1,266	50,602	701	16,414	57	3,383	61	875	64	3,569
Female.....	24	4,140	.....	28	10	2,847	1	15	5	302	1	363	.....	32	8	533
Female—per cent of total..	0.7	2.3	.....	0.2	1.1	3.1	.....	*	0.7	1.8	1.7	10.2	.....	3.5	11.1	13.0
1919—TOTAL.....	2,569	149,975	191	10,973	632	73,550	1,142	44,371	434	12,235	46	3,906	56	970	68	3,970
Male.....	2,548	146,112	191	10,948	623	71,040	1,142	44,367	431	12,057	44	3,444	54	924	63	3,332
Female.....	21	3,863	.....	25	9	2,510	.....	4	3	178	2	462	2	46	5	638
Female—per cent of total..	0.8	2.6	.....	0.2	1.4	3.4	.....	*	0.7	1.5	4.3	11.8	3.6	4.7	7.4	16.1
1920—TOTAL.....	2,528	172,451	218	12,702	636	85,027	1,054	48,322	494	16,379	37	5,113	45	1,128	44	3,780
Male.....	2,514	167,780	217	12,668	630	81,969	1,053	48,309	494	16,141	36	4,562	45	1,075	39	3,056
Female.....	14	4,671	.....	34	6	3,058	1	13	.....	238	1	551	.....	53	5	724
Female—per cent of total..	0.6	2.7	0.5	0.3	0.9	3.6	0.1	*	.....	1.5	2.7	10.8	.....	4.7	11.4	19.1
1921—TOTAL.....	1,924	138,273	163	10,667	385	53,692	930	51,340	301	11,496	46	5,448	48	1,887	51	3,743
Male.....	1,911	134,284	163	10,628	380	51,220	930	51,328	300	11,364	45	4,872	47	1,826	46	3,046
Female.....	13	3,989	.....	39	5	2,472	.....	12	1	132	1	576	1	61	5	697
Female—per cent of total..	0.7	2.9	.....	0.4	1.3	4.6	.....	*	0.3	1.1	2.2	10.6	2.1	3.2	9.8	18.6
1922—TOTAL.....	1,890	144,365	188	12,859	433	68,461	840	37,774	259	12,071	59	6,093	56	2,609	55	4,498
Male.....	1,876	139,893	188	12,832	428	65,685	839	37,762	258	11,967	59	5,421	56	2,543	48	3,683
Female.....	14	4,472	.....	27	5	2,776	1	12	1	104	.....	672	.....	66	7	815
Female—per cent of total..	0.7	3.1	.....	.02	1.2	4.1	0.1	*	0.4	0.9	.....	11.0	.....	2.5	12.7	18.1
1923—TOTAL.....	2,412	198,023	217	15,821	596	89,533	1,059	61,113	341	15,949	60	7,274	65	2,716	74	5,617
Male.....	2,391	192,806	217	15,779	590	86,152	1,059	61,104	340	15,814	58	6,599	64	2,639	63	4,719
Female.....	21	5,217	.....	42	6	3,381	.....	9	1	135	2	675	1	77	11	898
Female—per cent of total..	0.9	2.6	.....	0.3	1.0	3.8	.....	*	0.3	0.8	3.3	9.3	1.5	2.8	14.8	15.9

ACCIDENTS TO WORKING WOMEN IN PENNSYLVANIA 1916—1930 BY INDUSTRY—PROPORTION OF TOTAL—(Continued)

	All Industries		Construction and Contracting		Manufacturing		Mining and Quarrying		Transportation and Public Utilities		Trading		State and Municipal		Other Industries	
	Fatal	**Non-Fatal	Fatal	**Non-Fatal	Fatal	**Non-Fatal	Fatal	**Non-Fatal	Fatal	**Non-Fatal	Fatal	**Non-Fatal	Fatal	**Non-Fatal	Fatal	**Non-Fatal
1924—TOTAL.....	2,209	175,330	224	16,695	483	73,545	980	56,304	307	13,707	59	6,694	88	2,867	68	5,518
Male.....	2,193	170,437	223	16,662	482	70,716	980	56,295	303	13,515	59	6,033	84	2,770	62	4,446
Female.....	16	4,893	1	33	1	2,829	.....	9	4	192	.....	661	4	97	6	1,072
Female—per cent of total..	0.7	2.8	0.4	0.2	0.2	3.8	.....	*	1.3	1.4	.....	9.9	4.5	3.4	8.8	14.0
1925—TOTAL.....	2,009	174,370	250	20,782	477	74,646	836	48,265	264	14,201	46	6,818	84	4,087	52	5,571
Male.....	1,997	168,857	250	20,749	472	71,431	836	48,258	264	14,037	44	5,997	82	3,972	49	4,413
Female.....	12	5,513	.....	33	5	3,215	.....	7	.....	164	2	821	2	115	3	1,158
Female—per cent of total..	0.6	3.2	.....	0.2	1.0	4.3	.....	*	.....	1.2	4.3	12.0	2.4	2.8	5.8	20.8
1926—TOTAL.....	2,116	178,284	217	20,489	460	70,139	968	54,552	273	14,079	66	7,430	70	3,454	62	8,141
Male.....	2,097	172,558	216	20,459	458	67,121	968	54,548	271	13,918	62	6,601	68	3,325	54	6,586
Female.....	19	5,726	1	30	2	3,018	.....	4	2	161	4	829	2	129	8	1,555
Female—per cent of total..	0.9	3.2	0.5	0.1	0.4	4.3	.....	*	0.7	1.1	6.1	11.2	2.9	3.7	12.9	19.1
1927—TOTAL.....	2,053	158,690	231	19,031	395	56,363	936	52,486	273	12,412	58	7,762	92	3,383	68	7,253
Male.....	2,044	152,859	231	18,998	392	53,260	936	52,478	273	12,250	56	6,752	92	3,261	64	5,860
Female.....	9	5,831	.....	33	3	3,103	.....	8	.....	162	2	1,010	.....	122	4	1,393
Female—per cent of total..	0.4	3.7	.....	0.2	0.8	5.5	.....	*	.....	1.3	3.4	13.0	.....	3.6	5.9	19.2
1928—TOTAL.....	2,065	150,433	225	18,350	354	52,506	1,045	50,294	214	9,439	59	8,281	98	3,777	70	7,786
Male.....	2,058	144,431	225	18,307	352	49,507	1,044	50,286	214	9,305	59	7,248	98	3,581	66	6,197
Female.....	7	6,002	.....	43	2	2,999	.....	8	.....	134	.....	1,033	.....	196	4	1,589
Female—per cent of total..	0.3	4.0	.....	0.2	0.6	5.7	0.1	*	.....	1.4	.....	12.5	.....	5.2	5.7	20.4
1929—TOTAL.....	2,000	164,657	244	20,248	378	60,132	967	52,707	205	8,907	54	9,459	86	4,190	66	9,014
Male.....	1,992	157,736	244	20,213	377	56,628	967	52,704	205	8,773	53	8,229	85	3,976	61	7,213
Female.....	8	6,921	.....	35	1	3,504	.....	3	.....	134	1	1,230	1	214	5	1,801
Female—per cent of total..	0.4	4.2	.....	0.2	0.3	5.8	.....	*	.....	1.5	1.9	13.0	1.2	5.1	7.6	20.0
1930—TOTAL.....	1,762	142,917	224	20,485	343	44,847	828	47,647	138	7,205	70	9,165	83	4,909	76	8,659
Male.....	1,745	136,678	223	20,444	335	42,041	828	47,641	138	7,093	67	8,007	81	4,662	73	6,790
Female.....	17	6,239	1	41	8	2,806	.....	6	.....	112	3	1,158	2	247	3	1,869
Female—per cent of total..	1.0	4.4	0.4	0.2	2.3	6.3	.....	*	.....	1.6	4.3	12.6	2.4	5.0	3.9	21.6
1916—1930—TOTAL.....	34,682	2,606,963	3,296	241,047	8,261	1,164,613	15,143	765,939	5,143	204,975	826	98,895	1,000	39,037	1,013	92,437
Male.....	34,413	2,529,708	3,292	240,559	8,138	1,119,605	15,139	765,811	5,125	202,543	805	87,633	982	37,519	932	76,038
Female.....	269	77,255	4	488	123	45,008	4	128	18	2,432	21	11,262	18	1,538	81	16,399
Female—per cent of total..	0.8	3.0	0.1	0.2	1.5	3.9	*	*	0.4	1.2	2.5	11.4	1.8	3.9	8.0	17.7

\*Less than one-tenth of one per cent.

\*\*Accidents resulting in disability lasting two or more days.



## INDUSTRIAL SAFETY CONTEST WILL DETERMINE ACCIDENT FACTS

The first effort to determine what community in Pennsylvania is the safest in which to live is being made this year through a contest sponsored by the Bureau of Inspection of the Department of Labor and Industry.

Determination of this "safest community" will be made through a comparison of statistics at the Department's State-wide Safety Conference early next year. As it is proposed that this community contest shall be an annual affair it is hoped that it may prove to be an incentive to a greater sustained interest in community safety.

In explaining the contest, Harry D. Immel, Director of the Bureau of Inspection, said, "It will be based upon fatal accidents. It is necessary to consider fatalities only, because through the coroner's office or the police department practically every community keeps official records of fatal accidents, whereas there is no standardized method in vogue for keeping community records of less serious accidents. Records of fatalities afford a comparatively accurate basis for comparison, as studies have shown that fatal accidents maintain a fairly well established ratio to all accidents.

Communities of all sizes may compete, as it is proposed to consider their accident records in relation to the population fixed by the last census.

Dana Jones, Secretary of the Manufacturers' Association of Erie, in outlining the plan explained that the city of Erie keeps an annual record of its fatal accidents, and in 1930, the city had 68 fatalities; 37 men, 22 women, 3 boys, and 6 girls. Of this number 30 were highway accidents.

Erie would like to know if its record of accidents is above or below the average, and other communities are just as much interested in knowing whether they are making progress toward greater safety.

---

## ACTIVITIES OF THE BUREAU OF REHABILITATION

In the eleven years of its existence, the Bureau of Rehabilitation has had contact with 13,298 disabled persons, and during the past year has returned 359 disabled citizens of Pennsylvania to suitable remunerative employment. The Bureau has made contact with 1,181 persons disabled by public accident, disease or congenital defect, or by accident occurring in industry, and 136 persons received training during the year in various schools and colleges to equip them for occupations that would provide them with a livelihood.

Through the Bureau's system of training many persons are now engaged in successful occupations. For example, a railroad brakeman who lost a leg while



at work has become an accomplished watchmaker and engraver; a man who was afflicted with tuberculosis of the hip is now a dental mechanic; one who lost an arm in a coke-loading machine is practicing law; a youth who was run over by a motor truck while roller skating, resulting in the amputation of both legs, is a successful teacher of shorthand and typewriting; a miner who lost his eyesight through a cap explosion in a mine is now a graduate of the Polyclinic Hospital, University of Pennsylvania; a woman who suffered paralysis of the right leg has become a dressmaker; a young man whose hand was mangled in machinery was placed in a good position as bookkeeper.

Distress follows rapidly in the path of accident and disease. Often whole families find themselves without breadwinners and without means of support. Children must be taken from school and wives and mothers must find remunerative work outside the home for support of the family. But personal distress is not the only result, for industry, the community, and the state are deprived of the services of a capable member, in many cases a skilled worker. There are many disabled persons of working age who cannot of their own initiative become economically independent and who, therefore, need assistance if they are to be vocationally rehabilitated.

## THEY PUT SAFETY FIRST\*

OUTSTANDING ACTIVITIES OF PENNSYLVANIA INDUSTRY ASSEMBLED BY THE  
BUREAU OF INSPECTION

The Greensburg Works of the Walworth Company report through Edward J. Kroen, Personnel Manager, its first no-accident month since June, 1926. This record was achieved in January, 1931, when 1,451 employes worked 225,172 hours without a lost-time accident.

---

The Western Pennsylvania Group of the Associated Gas and Electric System reports a notable reduction in accidents in 1930 as compared with 1927. In the former year the system embraced 1,710 employes in this area, and in 1930, 1,795 employes. In 1927, 538 accidents were recorded and in 1930 there were 303. Thirteen fatalities were included in the 1927 record, and one in the 1930 list. In 1927, days lost through accidents amounted to 82,688, in 1930 there were 11,374 days lost. Accident frequency which was 124.50 in 1927, was reduced to 60.00 in 1930. The accident experience is detailed and charted in a very interesting manner in a report prepared by the Accident Prevention Department, of which Mr. D. L. Boyle, President of the Central Pennsylvania Safety Council, is the head. Commenting on the report, Mr. Boyle says, "We attribute our reduction in accidents greatly to the establishment of our Foreman's Safety Councils which meet each month and discuss all phases of work which pertain to our industry."

---

As of March 9, 1931, the 600 employes in the Mechanical Department of the Philadelphia Public Ledger had gone 217 days without a lost-time accident.

---

The Chester Valley Electric Company, of Coatesville, with 110 employes, reports as of March 14, 1931, no lost-time accidents since January 1, 1929, with the record still continuing.

---

The Service Department of the Pennsylvania Power and Light Company, at Hazleton, with an average of 30 employes, had on March 16, 1931, gone 670 days without a lost-time accident. In this department are included machinists, woodworkers, blacksmiths, and painters. The department has a full time safety engineer.

---

\*This will be a regular feature in **Labor and Industry**. Pennsylvania concerns are invited to submit from time to time safety records that they consider worthy of publication. Address: Director, Bureau of Inspection, Department of Labor and Industry, or your Divisional Supervisor of the Bureau.

Miss Edna McFadden, a clerk in the office of Mr. John P. Mudd, head of the Safety Department of the Midvale Steel Company, at Philadelphia, is the designer of a number of clever safety posters issued for Midvale employees. The sketches are entirely original with Miss McFadden, who is just out of school.

---

"Safety Means Sales" is the 1931 slogan adopted by the General Baking Company, which operates a cake factory in West Philadelphia. Officials of the company state that a most remarkable feature of a three-day no-accident campaign put on throughout their entire organization in 1930 was the fact that they not only decreased accidents but at the same time increased sales.

---

The Mauch Chunk Shops of the Central Railroad of New Jersey, where general repairing of engines and cars is carried on, went through the year 1930 without a lost-time accident among 210 employees.

---

The J. H. Frederick Silk Company, of Emaus, with an average of 90 employees, attained the Honor Roll in 1930 by going through the year without a lost-time accident.

---

Among Honor Roll industrial establishments in 1930 were the H. D. Tremblau Silk Factory, of Emaus, with 165 employees; the Coopersburg Casket Company, of Coopersburg, with 16 employees; the Bloomsburg Hosiery Mill, of Nescopeck, with 50 employees; and the Nesco Knitting Mill, of Nescopeck, with 25 employees. None of these concerns recorded a lost-time accident for 1930, while the Nesco Mill has had no accidents in the last five years.

---

A comparative statement of accidents of the Frick Company, manufacturers of ice machinery, at Waynesboro, covering four months of 1929-1930 and 1930-1931, is of particular interest because of a change of safety methods between the two periods. The first of these records extending from November, 1929, to February, 1930, both inclusive, shows a total of 182 accidents of which 21 resulted in loss of two days or more of the worker's time. During the similar period in 1930-1931, 137 accidents were experienced of which 12 resulted in loss of two or more days of time. Mr. S. S. Snively reports that the change in safety method consists of a departure from the past method of holding semi-annual safety meetings of all employees and the substitution of two quarterly meetings of foremen and one semi-annual meeting of all employees. Mr. Snively believes that a greater vigilance on the part of foremen in the matter of accident prevention has been obtained by the change. The amount of exposure is stated to have been approximately the same for both periods quoted.

The Autocar Company, of Ardmore, climaxed a highly creditable three-months' safety record this year with a perfect score for the March no-accident month. The first three months of 1930 in this concern showed 212 hours lost-time by accidents in January, 160 hours in February, and 480 hours in March. During the corresponding months of 1931 the record was January, 5 hours; February, 78 hours; and March, no hours; a gain of 102 per cent for the quarter. Noteworthy in the Autocar Company record is the achievement of its punch press department, with an average of 25 employes, which has gone three years and three months, or approximately 150,000 hours, without a lost-time accident.

---

The Johnstown Union Plant of the National Radiator Corporation has the satisfaction of knowing that its record, which won the National Radiator Corporation safety trophy for 1930, can never be bettered. The plant went through the entire year without a single lost-time accident. At the same time the Union Plant tied for first place in the safety contest sponsored by the National Safety Council for industries of its class.

---

The Wark Company, Philadelphia builders, makes effective use of newspaper clippings of costly personal injuries and fires involving construction operations. These items are bulletined with such admonitions as: "Take every precaution that an accident of this kind does not occur on a Wark Company operation."

---

A record of 14 months without a lost-time accident has been achieved by the 200 employes of A. L. Graff, engaged in operation of a planing mill and construction work at Tamaqua.

---

As of February 10, 1931, the Haws Refractories Company issued the following bulletin of its safety status: "Coopersdale Plant, Cambria County, average of 60 men, 473 days without lost-time accident; Front Street Plant, 42 men, 377 days; Shaft Mine, 40 men, 640 days; No. 7 Mine, 65 men, 420 days."

---

Mr. C. E. Chamberlin, Superintendent of the Harrisburg Division of the Reading Company, calls attention to the record of the division's 1,943 employes who totaled 338,588 man-hours of labor in February with a record of only two lost-time accidents. Superintendent Chamberlin calls attention to the fact that this record was achieved on a division which operates 141 miles of railroad, and one of the busiest divisions of the Reading System, which system is credited with a traffic density averaging two or three times that of Class 1 railways as a whole. The Superintendent's notice to employes concerning this record states: "This illustrates what we can do when we all work together, and keep in mind the idea that we are one big family working for the common good of all."



On February 28, 1931, Congoleum-Nairn, Incorporated, at Marcus Hook, concluded a record run of 229 days without a single lost-time accident. During this period an average of 580 factory workers was employed. In 1929, this plant had 27 accidents among an average of 601 workers, and in 1930, 15 accidents with an average of 659 workers. It is noteworthy that all but one of the 1930 accidents occurred during the first six months of the year. The credit for this steady improvement is shared by Plant Superintendent Giles, members of the Plant Safety Committee, foremen, and workers.

---

Of special interest in connection with the March Safety Drive of the Bureau of Inspection is a chart compiled by Mr. H. W. Darr, Supervisor of Safety at the Cambria Plant of the Bethlehem Steel Company. This chart portrays the Cambria Plant's average of lost-time accidents by months for the past 10 years, and reveals a March peak of 59 accidents with a low point of 35 in December. The Cambria Plant participated actively in the campaign this year to knock off the March peak.

# INDUSTRIAL BOARD

The following rules were approved at a meeting of the Industrial Board on May 20, 1931:

## REGULATIONS

### 1. Regulations for Construction and Installation of Emergency Lighting Systems.

Amendment to Section 2, paragraph 13:

Hospitals, asylums, almshouses and institutions, public or private, two or more stories in height with accommodations for an occupancy of more than ten persons above the first floor, and the operating room or rooms of all hospitals *with accommodations for a total of more than ten persons* where major operations are performed, or, where emergency operations are performed after darkness. *Where emergency lighting is required only in the operating room, a special approved light for this purpose may be installed in lieu of the regular emergency system:*

- (a) Halls, corridors, stairways, and similar means of egress;
- (b) Above landings of fire escapes;
- (c) Rooms in which emergency lighting equipment is located; and
- (d) Boiler rooms.

### 2. Regulations for Protection from Fire and Panic—Fireproofing.

Amendment to Rule 3 (a):

"The heating plant shall be entirely enclosed in a room constructed of approved fire-resistive walls. The ceiling shall be constructed in accordance with one of the following methods: a four-inch concrete slab ceiling, or a combination of steel and concrete measuring four inches from top to bottom, or a combination of steel joists and metal lath with cement or gypsum plaster measuring four inches from top to bottom, or hollow tile construction, *but in all cases the steel or metal lath shall be covered by at least one inch of concrete or cement or gypsum plaster on the under side.* All doors giving access to this room shall be self-closing fire-resistive doors, except where the entrance is from outside the building. Tin-clad doors are permitted provided such doors are tinned on the inside, the tin to be double lap seamed and made without solder. Air vents may be employed, provided they lead direct to the outside of the building. Ashes removed from the furnace shall remain in this compartment until removed from the building or shall be kept in metal containers. None of the foregoing regulations shall be meant to apply to gas-fired furnaces or hot water water-supply heaters."

### Amendment to Rule 3 (b)

"The walls of all chimneys, except chimneys of high pressure boilers, shall have a flue lining of one of the following materials:

"1. Flue lining shall be of fire clay in standard units, of a minimum thickness of five-eighths inch, laid with Portland cement joints. The chimney walls shall be built of brick of not less than three and three-quarters inches thick (width of a standard brick) or of masonry or concrete blocks at least eight inches in thickness. The chimney wall shall be laid around the flue lining as the chimney is built. Flue linings shall not be dropped or lowered into place after the chimney is built.

"2. Suitable fire brick of a minimum thickness of four inches shall be used as a lining for the chimney. Fire brick shall be laid in fire clay mortar.

"No opening shall be cut into the flue lining after it is once in place. No wood studding, furring, lathing joists or other wood construction shall project into the chimney or be supported by it. Where the chimney contains more than one flue, the flues shall be separated by at least four inches of masonry construction."

### 3. Regulations for Protection from Fire and Panic.

#### Amendment to Section 5, Article 1, Rule 100—Group 3 Buildings:

"No school buildings, public, private or sectarian, up to and including high school grade shall exceed two stories in height unless it be of fire-resistive construction. *For three or four story buildings, the roof shall be of protected construction which shall mean that the entire roof framework shall be of steel construction. Wood planking, if used for sheathing, shall have a nominal thickness of at least two inches and shall be attached by means of wood spiking pieces to the metal framework. The ceiling of the floor next below shall be constructed of metal joists with a minimum of two inches of reinforced concrete slab construction and at least seven-eighths inch gypsum or cement plaster on metal or wire lath on the underneath side, or other equivalent construction. The roof covering shall be of incombustible material. Any openings through the concrete slab shall be equipped with fire-resistive doors.*

"*For buildings exceeding four stories the roof shall be of fully protected construction which shall mean that all materials entering into the construction of the roof, the supporting members, and the ceiling of the floor next below, shall be of incombustible materials.*

"No college building, or building used for purposes of higher education and no building used for business or trade educational purposes, shall exceed two stories if of frame construction or four stories if of mill or slow burning construction. All such buildings if over four stories in height shall be of fire-resistive construction."

#### 4. Regulations for Construction and Repairs.

Amendment to Rule 1, new paragraph (n):

"The moving parts of scaffolding machines shall be regularly inspected twice a month by the employer of the men using the machine and a record kept of the findings of the inspections. This record shall be accessible to representatives of the Department at all times.

"The owner of the scaffolding machine shall be notified at once to replace any defective or worn parts and the use of the machines shall be discontinued until such replacements have been made. In addition the owner or lessor shall make a monthly inspection and keep a record of the findings. This record shall also be accessible to representatives of the Department.

"When a scaffolding machine is removed from a location it shall be thoroughly inspected and overhauled before again being used."

### INTERPRETATIONS

#### 1. Interpretation of Regulations for Emergency Lighting.

"It is interpreted that in buildings where stand-by or emergency lighting service was provided prior to adoption of the Regulations for Emergency Lighting, such emergency service may be accepted if approved by the Industrial Board provided that all conditions imposed by the Department on each installation are fully complied with."

#### 2. Interpretation of Regulations for Ladders:

"It is interpreted that the use of ladders of the pocket bored type is permissible only by authorization of the Department after approval by the Industrial Board."

The following devices were approved by the Board:

<i>Company</i>	<i>Device</i>
Heywood-Wakefield Company, Baltimore, Md.	Method of fastening seats to floors of auditoriums.



*Company**Device*

Chicago Eye Shield Company,  
Chicago, Ill.

No. 510 Fyber-Weld Goggle; Model  
"oo" Welding Helmet; Model "o"  
Welding Hand Shield; No. 684 Sand  
Blast Hood.

Willson Products, Inc.,  
Reading, Pa.

Numbers 140 and 143 Welding Helmets;  
Numbers 3 and 31 Hand Shields.

Northampton Building Block and  
Supply Company,  
Northampton, Pa.

Building Blocks for use in elevator shaft-  
ways—sizes 8" x 16" x 8".

The Patent Scaffolding Company,  
Philadelphia, Pa.

Gold Medal Junior Safety Swinging  
Scaffold Machine.

The Patent Scaffolding Company,  
Philadelphia, Pa.

Gold Medal Bohnolite Ladder Feet.

Film Fire Prevention Co., Inc.,  
Philadelphia, Pa.

"Chief" Safety Control for motion pic-  
ture projectors, Jeanes Model "A."

## WORKMEN'S COMPENSATION LAW

The only amendment to the Workmen's Compensation Law providing for additional compensation benefits at the session of the General Assembly of 1931 was Act Number 29, adding Section 320 to the law. This section provides double compensation for injuries to minors under eighteen years of age injured while employed illegally and for death resulting from such injuries.

The amendment takes effect July 1, 1931, and is as follows:

Illegal employment of minor.

Injury or death

"Additional compensation."

Liability of employer.

Certain future payments.

Uncertain future payments.

Amount may be redetermined.

Proviso.

Section 320. (a) If the employe at the time of the accident is a minor, under the age of eighteen years, employed or permitted to work in violation of any provision of the laws of this Commonwealth relating to minors of such age, compensation, either in the case of injury or death of such employe, shall be double the amount that would be payable to such minor if legally employed. The amount by which such compensation shall exceed that provided for in case of legal employment may be referred to as "additional compensation."

(b) The employer and not the insurance carrier shall be liable for the additional compensation. Any provision in an insurance policy undertaking to relieve an employer from such liability shall be void.

(c) Where death or the nature of the injury renders the amount of future payments certain, the total amount of the additional compensation, subject to discount as in the case of commutation, shall be immediately due and payable. It shall be deposited, subject to the approval of the Board, in any savings bank, trust company, or life insurance company in good standing and authorized to do business in this state.

Where the amount of the future payments of compensation is uncertain, the Board shall, upon the approval of the agreement or the entry of an award, determine as nearly as may be the total amount of payments to be made, and the additional compensation so calculated shall, immediately upon such determination, become due and payable by the employer. The amount may be redetermined by the Board and any increase shall then become due and payable, and any excess, which shall be shown to have been paid, shall be returned to the person paying the same. Upon determination of the amount due, it shall be deposited as above provided. Payments of compensation out of deposits shall be made to the employe or dependents as payments of other compensation are

made: Provided, however, That the Board may, in its discretion and upon inquiry as in cases of commutation, accelerate such payments. Acceleration of payments.

(d) The provisions of the foregoing paragraph (c) shall not apply to employers who are exempted by the Bureau from the necessity of carrying insurance. Exemption.

(e) Possession of an employment certificate, duly issued and transmitted to the employer in accordance with the provisions of the child labor law and receipt thereof duly acknowledged by him, shall be conclusive evidence to such employer of his legal right to employ the minor for whose employment such certificate has been issued. Employment certificate as evidence.

(f) The possession of an age certificate, duly issued and transmitted to the employer by the school authorities of the school district in which a minor resides, shall be conclusive evidence to the employer of the minor's age as certified therein. Age certificate.

(g) If neither party has elected not to be bound by the provisions of article three of the act to which this act is an amendment, in the manner prescribed by section three hundred and two of said act, they shall be held to have agreed to be bound by the provisions of this act and to have waived any other right or remedy at law or in equity for the recovery of damages for injuries occurring under the circumstances herein described. When bound by act.

Section 2. All acts or parts of acts inconsistent herewith are hereby repealed. Repeal.

Section 3. This act shall take effect the first day of July, one thousand nine hundred and thirty-one. Effective date.

## RECENT DECISIONS OF THE WORKMEN'S COMPENSATION BOARD

HENRY v. THE GREAT ATLANTIC AND PACIFIC TEA COMPANY

*Wages paid in lieu of compensation.*

Claimant, with a severe hand injury, entered into an agreement for compensation and was later given employment, under advice of physician that exercise would improve the condition of the hand, at his usual wage, under an arrangement that \$15.00 per week of the amount paid should be considered as compensation and the remainder as wages. This continued for a period of six months when claimant refused further payments under the conditions and applied for full compensation during the period he was employed.

The evidence indicates that the receipts taken under the foregoing arrangement were understood by the claimant and he is bound thereby.

Credit cannot be allowed the employer, however, for an additional period of  $7\frac{2}{3}$  weeks not covered by receipts and in which period the claimant refused to assent to the allocation of part of the wages paid him as payment of compensation.

OPINION BY CHAIRMAN DALE—MAY 2, 1931

Both the claimant and the defendant prosecute this appeal, alleging error in the referee's findings of fact, and we will therefore consolidate the two and determine the issues in one opinion.

Briefly reviewing the facts, claimant was injured on February 5, 1930. A running compensation agreement was executed by the parties on February 20, 1930, approved February 28, 1930, providing for compensation at the rate of \$15.00 per week. At that time the claimant was totally disabled and the said payments were made on the basis of total disability. On the advice of his physician and at the request of the defendant, claimant returned to work, May 6, 1930, although he was without the industrial use of his right hand. The defendant, however, reemployed him, assigning him light work, clearly for the purpose of rehabilitating the claimant, being in the nature of a therapeutic measure. The good faith of the defendant is unquestioned. Instead of employing a one-handed worker at a suitable wage and answering in compensation under a petition for modification, the defendant paid the claimant in cash his usual wage, permitting him to do whatever work he could do, meeting his complaints and adjusting his duties from time to time, paying to the claimant his normal wage while absent from work securing medical treatment, and meeting his medical expenses long after the legal duty to do so had passed. The defendant even went so far as to urge the claimant to undergo a corrective operation in order to restore the use of the hand, at the expense of the defendant, many months after the injury. This status existed from May 6, 1930, to November 4, 1930.



On November 4, 1930, claimant quit work because of the fact that he was requested to execute a compensation receipt, allocating \$15.00 of his weekly wage as compensation, the remainder, \$14.50, being assigned by the defendant as a wage. He had executed these receipts before at odd intervals, but he felt that he was being deprived of compensation because of his understanding that the money he was being paid was designed exclusively as a wage for the work he had been doing. Otherwise, he would have been assigned to work at the rate of \$14.50 per week, which conflicted with his ideas as to his earning power and his working agreement.

When the claimant severed his relations with the defendant company, the defendant filed a petition for review, and on January 30, 1930, the parties stipulated and agreed that at that time, the claimant had lost the industrial use of his right hand and that he was entitled to compensation at the rate of \$15.00 per week for 175 weeks as provided by Section 306 (c) of the Workmen's Compensation Act, the defendant to take credit for compensation paid. The referee found as a matter of fact that the claimant had been paid the sum of \$450.00, the equivalent of 30 weeks, as evidenced by the receipts he had signed, and awarded compensation for the balance of the 175-week period at the rate of \$15.00 per week. The claimant appealed, praying that the receipts he signed subsequent to his return to work, be set aside, alleging that he did not understand the nature of the receipts, and now asks that the payments he received upon his return to work be allocated exclusively as a wage; all of which would require the defendant to reimburse him at the rate of \$15.00 per week for the entire working period, in addition to the payments that have already been made to him. The defendant appealed from the finding of the referee that claimant had been paid compensation for 30 weeks, instead of  $37\frac{2}{3}$  weeks comprising the whole of the working period, and now asks that the findings of fact of the referee be set aside, and that we find as matter of fact that claimant received compensation for the entire working period aforesaid. The appeals, then, are of a dual nature. The claimant is asking for equitable relief in that we set aside the receipts, or part of them, which he has executed; and the defendant is asking for a new determination of the facts. We will consider them in this order.

Section 413 authorizes the Board, upon petition, to "review and modify or set aside an original or supplemental agreement" for the reasons assigned. Inasmuch as the claimant requests a review of his receipts, and not of the agreement, this section has doubtful application. We find nothing wrong with the agreement and see no reason why it should be modified or set aside. Section 434 authorizes the Board to set aside a "final receipt" for the reasons assigned, but no "final receipt" has been executed. We do not say that these receipts could not be set aside in any event, but we do say that in such case the relief prayed for is equitable in its nature. It is elementary that equity considers that done which ought to have been done, and we are of the opinion that what



the claimant did was of itself equitable under the circumstances, and we find no merit in the prayer. Furthermore, it is not shown in the transcript that the claimant could not read, and his work with the defendant being in the nature of a contract, the law imposes upon the claimant the duty of acquainting himself with its terms or having them explained to him. If it be said that the contract was implied and the amount due as a wage unliquidated, we answer that it became liquidated by acquiescence of the claimant in voluntarily allocating part of the income received as compensation for the injury received, and having been paid, that is the end of claimant's case. In either event, this Board has no authority to adjust wage disputes, the remedy of the claimant is to be found in a court of law. The referee has found as matter of fact that the claimant executed receipts for the payment of compensation, and that he received this money. Whatever else he is entitled to, is not for us to determine. Suffice to say, we are not moved to set these receipts aside.

Considering the appeal of the defendant, we cannot say that the findings of fact of the referee are not supported by the testimony. The arrangement entered into with the claimant was indefinite and uncertain. He commenced work with the defendant practically without the use of a hand. The purpose of his employment following the injury was partly for the purpose of improving its function. The defendant cannot be heard to say that, following this admission, the hand would not or did not improve, or that the services rendered would not become more valuable in course of time and with the rehabilitation of the claimant. We are bound to the extent that claimant was willing to allocate part of the money received as compensation. Beyond that we cannot go in the absence of a definite understanding and agreement. In so far as the claimant was willing to discount his earning power and to allocate and accept the necessary portion of the money received as compensation, that was his privilege. But when the time arrived when he felt his earning power justified the entire amount that he received, the same being the wage that he had previously been paid, nothing but proof of a positive nature to the contrary would justify us in discounting a part of that income as compensation. Certainly, we cannot supply the laches of the defendant. The circumstances necessitated a definite agreement, which does not rise by implication, and while we hesitate in our conclusion, we are inclined to think that defendant misplaced its trust and generosity.

The findings of fact and order of the referee are approved and affirmed.

#### CONNOR v. WEBSTER COAL AND COKE COMPANY

*Wages paid in lieu of compensation.*

*Employee entered into agreement for loss of hand, 175 weeks, in which it was stipulated the employer should be credited as having paid compensation for 120 weeks. The referee, on petition to review the agreement, allowed him 69<sup>3</sup>/<sub>7</sub> weeks*

additional, covering period the claimant had worked between date of the injury and date of execution of the agreement.

Held that under the circumstances of this case it cannot be fairly claimed that the stipulation in the agreement was without a proper and adequate consideration. The employe during the period in question having been paid full wages of \$225.00 a month during six months and \$150.00 per month for a period of six and one-half months in which he did nothing. Order of referee reversed and agreement reinstated.

OPINION BY COMMISSIONER HUNTER—MAY 7, 1931

The claimant in this case was injured on December 21, 1927. He sustained fractures of the right arm and lacerations of the right knee. A compensation agreement was entered into, by which claimant was entitled to \$12.00 per week from December 31, 1927.

The employer, however, went far beyond the agreement. From the time the man was injured until June 1, 1928, the claimant was paid his full wages of \$225.00 a month, despite the fact that he did no work. Then he returned to work and was paid \$200.00 a month until April 1, 1929, and from then until October 1, 1929, his wage was \$150.00 a month. On October 1, 1929, he was obliged to cease work and go to a hospital but from that date until April 12, 1930, the defendant continued to pay him at the rate of \$150.00 a month, notwithstanding he did no work at all.

Now, as to the history of his compensation payments: From December 31, 1927, until June 1, 1928, compensation checks were issued to him, and he endorsed them and returned them to his employer. During the period from June, 1928, until October 1, 1929, during which he worked at full pay, no compensation checks were issued, nor were they resumed during the period from October 1, 1929, until April 12, 1930, during which time he underwent hospitalization and was paid at the rate of \$150.00 a month.

In April, 1930, it appears, it was determined that the claimant had lost the use of his right hand and a supplementary agreement was entered into on that basis. According to the Act, claimant was entitled to compensation for 175 weeks at the rate of \$12.00 a week, but defendant had a right to a credit for the number of weeks for which compensation previously had been paid. In the agreement, entered into on May 3, 1930, however, it was stipulated "that the defendant shall be credited with having paid compensation during 120 weeks, December 31, 1927, to April 17, 1930, inclusive, \$1,440.00."

Under that agreement, 55 weeks were left under which the compensation should be paid.

On December 29, 1930, the claimant filed a petition for review, and at the referee's hearing he alleged that he was entitled to  $69\frac{3}{7}$  weeks additional compensation to cover the period from June 1, 1928, to October 1, 1929, in which he worked and received no compensation. The referee has found in his favor,

and the defendant has appealed, asserting that the claimant had been paid more, and not less, than his due.

While the claimant has a technical basis for his claim, to wit, that he is entitled to a full 175 weeks of compensation for the loss of a specific member (under paragraph (c), Section 306), the circumstances of the case are such that we cannot see anything unfair or inequitable in the supplementary agreement under which the claimant undoubtedly agreed that he had been compensated for the period for which he now claims. When it is considered that during six months in which he did no work and was entitled to only \$12.00 a week he was paid \$225.00 a month, and that during another 6½ months in which he did nothing he was paid \$150.00 a month, it cannot be fairly claimed that the stipulation in the supplementary agreement was without a proper and adequate consideration.

To hold that the employer in the negotiation of the supplementary agreement took advantage of the claimant would be flying in the face of all the obvious facts. Instead of any such desire on the employer's part, we find evidence of extreme generosity, and this, we believe, the claimant himself realized and recognized when he made the supplementary agreement.

In view of what this employer has done it would not only be unjust to set aside the stipulation of the supplementary agreement, but it would be bad public policy. Such generosity on the part of employers should be encouraged, not penalized. It is true that in *Purdy v. Fire Association, C. P. Philadelphia XV Dept. Reports, 1479*, it was held that where an employer had paid more than the compensation due during a part of the compensation period the excess should be considered as a gratuity. But that case differs from the one before us. Here an agreement was entered into by which it was agreed that part of what otherwise would have been a gratuity was to be credited to the employer as part of the compensation due during the 175-week period. This still left a very considerable amount of gratuity for the claimant.

The agreement entered into was approved by the Workmen's Compensation Board with its stipulation "that the defendant shall be credited with having paid compensation during 120 weeks, December 31, 1927, to April 17, 1930, inclusive . . . \$1,440.00."

As a matter of fact, during the period for which the defendant was given credit for \$1,440.00, the claimant actually received about \$2,325.00, over the period of 12½ months in which he did no work, in addition to the \$2,900.00 which he was paid for the work done in the period for which he now asks compensation. Disregarding the money earned we find that claimant received \$885.00 over and above the \$1,440.00, for which defendant was credited in the agreement.

The question, of course, resolves itself down to this: Was the supplementary agreement hostile to the provisions of Section 407, in which it is provided, "any agreement made prior to the 10th day after the accident shall have oc-



curred, or permitting a commutation of payments contrary to the Act, or varying the amount to be paid or the period during which compensation shall be payable as provided in this Act, shall be wholly nil and void."

It is perfectly clear that the underlying purpose here is to protect the claimant from agreements which would unjustly reduce his compensation and defeat the humane purposes of the Act. To hold that this provision estopped the claimant in the instant case from conceding to his generous employer the credit of 120 weeks would be so narrow an interpretation of the clause as to be entirely out of harmony with the spirit of justice and equity which pervades the entire Act. In matters of compensation, as well as elsewhere, the integrity of agreements must be maintained where it is apparent neither party at interest has suffered any real loss, and where it appears that there were solid reasons and considerations for the stipulations to which they agreed.

Therefore, we revise the referee's findings of facts, conclusions of law, and order as follows:

The 1st, 2nd, and 3rd findings of fact are affirmed.

The 4th, 5th, and 6th findings of fact, the conclusions of law, and order are set aside, and the following substituted:

The Board finds as a fact that the period for which the claimant now asks compensation was taken into consideration in the supplementary agreement, in which it was agreed that claimant had been compensated for 120 of the 175 weeks for which he was entitled to compensation for the loss of the use of his right hand; that the said supplementary agreement is not repugnant to the letter and spirit of the Act.

### ORDER

It is accordingly ordered, decreed, and adjudged that the supplementary agreement be adhered to, and the remaining compensation payments be made in conformity with that agreement and the commutation order of the Board made on September 11, 1930.

### SOKALSKI v. JONES & LAUGHLIN STEEL CORPORATION

#### *Heat Exhaustion.*

*The evidence discloses that the deceased, who was employed as a screw boy in a hot mill for defendant, had a history of previous good health, was in his usual health when he went to work on the day of his death, that he complained to fellow employes of illness during the day and immediately upon his return home the family physician was summoned. He died at 10:00 P. M. All the evidence clearly warrants the finding that decedent suffered from heat exhaustion while in the course of his employment, caused by the heat in the mill while at work, which resulted in his death.*

## OPINION BY COMMISSIONER BURCHINAL—MAY 9, 1931

Jones and Laughlin Steel Corporation, the defendant, has appealed alleging error in the findings of fact, conclusions of law, and award of the referee, stressing in their appeal particularly that decedent did not sustain an injury by accident in the course of his employment resulting in his death, that the cause of death was heat exhaustion, and the defendant alleges that the heat exhaustion was not sustained while the decedent was engaged in the business of the employer, but that the heat exhaustion occurred on his way home from the mill of the defendant.

Anna Sokalski, widow of decedent, is the claimant and alleges in her petition that decedent died August 4, 1930, leaving to survive him the claimant, Edwin, a son, born June 17, 1924, and Ruth, a daughter, born May 20, 1926, who were dependent upon him for support; that decedent died as a result of an accident occurring in the course of his employment as screw-boy in a hot mill for the defendant. The defendant denies that the decedent died as a result of accident by injury in the course of his employment and demands proof of the dependency of the alleged widow and minor children.

A stipulation was entered into by the parties agreeing that the decedent was employed by the defendant, Jones and Laughlin Steel Corporation, as a screw-boy at an average weekly wage in excess of the maximum for compensation purposes and that the burial expenses of the deceased exceeded the sum of one hundred and fifty (\$150.00) dollars, no part of which has been paid by the defendant.

The only question appearing for our determination from the record is whether or not the death of the decedent was the result of heat exhaustion while in the course of his employment in the mills of the defendant, or caused by heat exhaustion sustained while returning home from the mill.

The testimony discloses that decedent was in his usual health on August 4, 1930, when he went to work; that during the day he complained of being ill and from his appearance the witnesses noted that his eyes were sunken, and that he did not appear in his usual health. The testimony further discloses that he returned home about 4:30 on the afternoon of August 4, 1930; that he was cold and clammy, broken out in perspiration, weak and complained of cramps; that the family physician was called immediately after decedent's return home and after getting a history and making an examination, prescribed treatments, after which the physician returned to his office and in approximately one-half hour was called again and returned to the home of decedent when he gave him further treatments and stayed with him until he died about 10:00 P. M., the same evening. The doctor from his diagnosis gives it as his opinion that the cause of death was heat exhaustion. There was a post mortem held on the body of the decedent by Dr. Ray who was employed by the defendant, but



Dr. Ray was not called on behalf of the defendant to testify to the findings made as a result of the post mortem.

It is our opinion that deceased died of heat exhaustion. Norman Francis, a witness for claimant, testified that decedent complained to him of his condition at the mill on the day of his death, among other things complaining of a pain below his heart; that he helped the deceased with his work, as they were both working in the same crew, and that the duties which deceased had to perform were that "he had a pack to open up. It is a sheet and he has to open the top sheet and has to turn over and open the bottom sheet." Sometimes these sheets were heated to a white heat and sometimes a little cold.

The testimony of all the witnesses called on behalf of the claimant discloses that the condition and remarks of the decedent on the date of his death were different from those on prior occasions; it being testified that he was a hard working man and had not laid off on account of any illness prior to August 4, 1930. We are of the opinion that all of the evidence clearly warrants the finding that decedent suffered from heat exhaustion while in the course of his employment, caused by the heat in the mill while at work, which resulted in his death.

Dr. Wolf's testimony discloses that the perspiration was quite profuse and that he based his opinion that decedent died from heat exhaustion on the history given him by decedent and his examination.

"Declarations made by decedent to his physician as to the cause of his ailment are competent evidence." *Pataky v. Allen Motor Company et al.*, 15 *Advance Superior Unofficial Reports*, page 394, issue of March 20, 1931. *John v. Reick-McJunkin Dairy Company*, 281 Pa., 543.

The record discloses that the referee before whom the testimony was taken did not sign the certificate approving the record which is merely ministerial, and therefore, since the same referee filed a report founded on the testimony stating his findings of fact, conclusions of law and award, and executed the report, we are of the opinion that his not signing the certificate was an oversight and therefore does not affect the authenticity of the record.

The referee having made a finding of fact and a conclusion of law that the defendant should pay the sum of one hundred and fifty (\$150.00) dollars on account of the burial expenses and in the award having only directed the defendant "to pay to the proper party, on account of the burial expenses of deceased \$100.00," the part of the award directing the payment of \$100.00 is modified so as to read as follows: The defendant is also directed to pay to the proper party, on account of the burial expenses of deceased, one hundred and fifty (\$150.00) dollars.

With this modification the findings of fact, conclusions of law and award of the referee are affirmed and the appeal is dismissed.

# REVIEW OF INDUSTRIAL STATISTICS

PREPARED BY  
*The Bureau of Statistics*

## THE LABOR MARKET

**State Public Employment Office Reports**—Reports from the state public employment offices for the four-week period ended April 25, 1931, showed a marked improvement in the ratio of applicants for employment to job openings. Applicants for employment at the state employment offices during the four weeks covered by the April report numbered 10,013 while the number of jobs listed as available totaled 3,631, establishing a ratio for the month of 276 applicants for every 100 openings, the most favorable ratio of applicants to jobs recorded during the last eleven months. The applicant-to-job ratio for April was 22.5 per cent lower than the ratio for March, and was only 3.4 per cent higher than the ratio for April, 1930. The public employment offices succeeded in locating jobs for 3,052 persons during the four weeks of the April report period.

On a comparative basis (weekly average—the March report covering a five-week period and the April report a four-week period), the number of applicants seeking employment at the state offices in April was only 0.7 per cent higher than in March. The number of job opportunities listed in April, however, gained 31.4 per cent over March, and the number of placements increased 23.1 per cent.

A summary of the public employment office records for the first four months of 1931 shows that during that period 39,618 persons sought the assistance of the public offices in endeavoring to find work. This is a 7.7 per cent increase in applicants as compared with totals for the first four months last year. Job openings listed during the first four months of 1931 numbered 12,412, or less than a third of the number of jobs required to provide employment for all applicants. Job opportunities for the first four months of 1931 were 5.7 per cent more numerous than during the corresponding period in 1930. Jobs were secured for 10,898 workers during the first four months in 1931, a 12.4 per cent gain in placements as compared with the record for the first four months last year.

**Manufacturing**—While reports from manufacturing firms for April showed no advance in aggregate employment totals, wage payments to manufacturing workers were substantially higher than in March. Records for 830 manufacturing firms reporting to the Federal Reserve Bank of Philadelphia and to the Department of Labor and Industry show an 0.1 per cent decline in total employment for April as compared with March, but wage payments increased 1.8 per cent, resulting in a slightly higher rate of average earnings for manufacturing workers in April than in March.

The index of manufacturing employment for April, 1931, at 79.4 was 17 per cent lower than the index for the same month a year ago, and the index of wage payments to manufacturing workers for April at 69.5 was nearly 30 per cent below the index for April, 1930.

Reports for 570 manufacturing firms which gave information on man-hours worked during April indicate a 2.4 per cent increase in working time over March. Workers in these 570 concerns averaged 41.3 hours of work a week in April as compared with an average of 40.4 hours a week in March.

The reports for April show that 23 of the 51 manufacturing industries increased their working forces during April. Two industries reported no change in employment totals, and 26 industries reported decreased employment. Instances of employment gains were more prevalent in the metal, transportation equipment, textile, and stone, clay and glass industries than in other groups. In the metal group, employment increases were shown for five of the twelve industries represented, the largest gain occurring in the stove and furnace industry which showed a 7.0 per cent increase in employment over March. Employment reductions approximating 10 to 15 per cent were shown for the forgings, steam and hot water heating apparatus, and engine and pump industries. The general volume of employment in the metal industries during April was approximately 20 per cent lower than a year ago, and wage payments to workers in the metal group for April were nearly 35 per cent less than in April, 1930.

Automobile factories, particularly those producing auto bodies and parts, showed decided gains in April. Four of the five automobile plants reported increased employment and wage payments, and six of the eleven firms in the automobile bodies and parts classification also showed considerable gain in employment and payroll totals. One firm in the latter group added nearly 400 workers to its rolls during April. Work in shipyards declined. There was some increase in small boat building and repair, but large construction was reduced materially.

In the textile group, employment increases were reported for seven of the eleven industries, the largest gains occurring in the carpet and rug, men's clothing, and shirts and furnishings industries. Employment in the woolen and worsted mills decreased 13 per cent with payrolls showing a 17.3 per cent reduction. The decline for this group was augmented by the closing of one large firm during the month. Employment in carpet factories increased seven per cent in April. The adjustment of labor difficulties in the upholstery departments of several carpet mills tended to increase the employment totals in this industry for the month. Work in hat factories decreased seasonally, and payrolls dropped 18 per cent.

The food industries exhibited slightly reduced employment and payroll totals for March as compared with April, ice-cream plants constituting the sole exception. Employment in ice-cream manufacturing showed the usual seasonal increase. Employment in cigar factories declined slightly as compared with



March, and operations continued at six to seven per cent below the level for this period in 1930.

Building materials showed some seasonal advance, particularly the brick, cement, and paint and varnish industries. Operations in the glass and lumber industries, however, showed some decline. The spring demand for new automobile tires was reflected in the increased employment and payroll totals for the rubber tire manufacturing group.

Of the sixteen city areas covered by the reports from manufacturing establishments in April, increased employment was shown for seven areas; no change in one area, and decreased employment in eight districts. Decreased employment totals for April ranged from as little as 0.2 per cent in the Reading-Lebanon area to as much as 9.8 per cent in the Hazleton-Pottsville area. Largest employment gains were in Altoona, 7.3 per cent, and Wilkes-Barre, 5.7 per cent. Wage payment increases and reductions were equally distributed, eight of the sixteen areas showing increases and eight showing decreases. The largest increase in wage payments was in Altoona, 12.0 per cent, and the largest payroll reductions were in the Hazleton-Pottsville area, a 17.6 per cent decline. The highest rate of average weekly earnings in the sixteen areas was shown for Johnstown where weekly earnings in April averaged \$31.35. The lowest rate of average earnings was shown for the Wilkes-Barre district, an average of \$14.84 a week.

**Coal Mining**—Increased anthracite production for April was indicated by the advance in employment and wage payments reported from the anthracite mining industry. Records of the Anthracite Bureau of Information disclose that employment at 159 anthracite collieries in April increased 3.8 per cent over March, and wage payments to anthracite workers gained 14.5 per cent. Anthracite mining activity for the month evidently was stimulated by orders received prior to the usual advance in wholesale coal prices on May 1st. Employment in anthracite mines for April, 1931, was only 2.2 per cent below the level for the same month a year ago, and the volume of wage payments was only 0.2 per cent less.

Mining operations in the bituminous field in Pennsylvania continued to lag. Employment in the bituminous industry for April declined 1.4 per cent as compared with March, and wage payments dropped 6.7 per cent. It is estimated that bituminous coal production for April was the lowest for several years. Employment for the bituminous industry in April was 9.6 per cent lower than a year ago, and wage payments show a 32 per cent reduction.

**Construction and Contracting**—Reports from 58 firms in the building and contracting industry show a 26.9 per cent increase in employment for April as compared with March. Wage payments increased 16.7 per cent. The 26.9 per cent increase in construction employment for April was larger than the advance for this period in 1930. In April, 1930, reports from 63 construction



firms showed a 16.0 per cent gain in employment and a 32.1 per cent increase in wage payments for April as compared with March. The building construction employment index for April, 1931, was 35.3 per cent less than in April, 1930, and the index of wage payments shows a 47.2 per cent decline.

Employment figures are published in this report for the first time showing the change in employment on road construction and maintenance based on figures supplied by the Pennsylvania Department of Highways. These show that a total of 9,614 workers were engaged on highway construction or maintenance work as of May 1, 1931. This figure is 37 per cent higher than the total employed a month previous and is 37 per cent lower than the number at work on the highways on May 1, 1930. Forces engaged on new road construction gained 241 per cent in April as compared with March, but were 73 per cent lower than at this time a year ago. The large difference in the number of workers employed on new road construction as of May 1, 1931, in comparison to the figure for the same period a year ago is attributed to the excessive commitment of motor license funds for road construction during the last construction season. Maintenance forces on state highways during April were 25 per cent greater than during the preceding month, and 12 per cent less than a year ago.

**Trade**—Due to the volume of Easter buying in the fore part of April, employment in retail stores gained 1.6 per cent over March, but the level of retail employment for April was 1.5 per cent lower than a year ago. The difference in the dates of the Easter season in these two years probably accounts for the reduced volume of employment in April, 1931. Employment in wholesale establishments for April was practically unchanged as compared with March, but was 1.4 per cent lower than in April, 1930.

**Summary**—Employment trends for April were unstable, some showing improvement and others showing declining tendencies with the weights of increase and decrease nearly balanced. On the whole, however, the general employment situation had a more favorable aspect during April than was presented by the March records. The most significant and promising indications disclosed by the April reports were the improvement in the applicant-to-job ratio, the gain in wage payments for manufacturing, and the fairly satisfactory reports from the construction and anthracite mining industries. The expansion of working time in manufacturing lines also was encouraging.

The most disquieting factor in the general situation for April was the agitation concerning wage reductions. The records for the manufacturing industry for April, while disclosing a larger number of reported wage reductions than in either February or March, showed fewer instances of reported wage reduction and fewer employes affected than in January. The reports indicate that during the first four months of the year wage reductions averaging nearly ten per cent and affecting approximately seven per cent of the workers employed in manufacturing have become effective.

**REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF APRIL, 1931**  
(FOUR WEEKS, MARCH 30, 1931, TO APRIL 25, 1931, INCLUSIVE)

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>GRAND TOTAL</b> .....	10,013	6,237	3,776	3,631	2,215	1,416	3,847	2,219	1,628	3,052	1,821	1,231
Total industrial group (skilled).....	3,205	2,276	929	1,194	933	261	1,334	970	364	974	730	244
Building and construction.....	458	458	...	189	189	...	210	210	...	179	179	...
Shipbuilding.....	270	270	...	305	305	...	233	233	...	174	174	...
Chemicals and allied products.....	15	15	...	1	1	...	1	1	...	1	1	...
Clay, glass and stone products.....	18	18	...	3	3	...	5	5	...	3	3	...
Clothing.....	53	22	31	10	1	9	11	...	11	9	...	9
Textiles.....	141	75	66	13	9	4	13	8	5	10	6	4
Food and kindred products.....	71	30	41	20	2	18	30	2	28	18	2	16
Leather, rubber and composition goods.....	27	27	...	2	...	...	2	2	...	2	2	...
Lumber, woodwork and furniture.....	47	47	...	27	15	12	35	19	16	23	13	10
Paper and printing.....	94	59	35	37	18	19	58	28	30	35	16	19
Metals and metal products.....	487	435	52	93	93	...	119	119	...	74	74	...
Mines and quarries.....	40	40	...	6	6	...	7	7	...	6	6	...
Transportation and public utilities.....	290	240	50	57	54	3	74	68	6	53	50	3
Hotel and restaurant.....	604	177	427	152	48	104	211	65	146	143	46	97
Wholesale and retail trade.....	297	201	96	189	136	53	226	151	75	159	110	49
Miscellaneous.....	293	162	131	90	51	39	99	52	47	85	48	37
<b>Total other groups</b> .....	6,808	3,961	2,847	2,437	1,282	1,155	2,513	1,249	1,264	2,078	1,091	987
Clerical and professional.....	1,223	700	523	188	129	59	295	163	132	152	105	47
Agriculture.....	87	87	...	36	36	...	44	44	...	34	34	...
Semi-skilled.....	1,479	410	1,069	751	148	603	841	182	659	622	146	476
Unskilled.....	2,563	2,273	290	398	380	18	452	431	21	385	369	16
Casual and day workers*.....	1,456	491	965	1,064	589	475	881	429	452	885	437	448
<b>March, 1931</b> .....	12,306	7,791	4,515	3,456	1,927	1,529	4,359	2,444	1,915	3,099	1,705	1,394
<b>April, 1930</b> .....	8,740	5,973	2,767	3,272	2,148	1,124	3,770	2,516	1,254	2,674	1,722	952
<b>April, 1929</b> .....	8,309	5,919	2,390	4,626	3,284	1,342	4,906	3,483	1,423	3,476	2,466	1,010
Per cent of applicants placed.....	30	29	33	..	82	87	..	..	..	..	..	..
Per cent of openings filled.....	..	..	..	..	..	..	79	82	76	..	..	..
Per cent of persons referred placed.....	..	..	..	..	..	..	..	..	..	..	..	..

\*The placement of each casual or day worker is recorded for only one (1) placement per week.

# EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended April 15, 1931	Index Numbers 1923-1925 = 100		Total Weekly Payroll Week Ended April 15, 1931	Index Numbers 1923-1925 = 100		Per cent change compared with April, 1931	Per cent change compared with March, 1931	April 15, 1931	March 15, 1931
			April, 1931	Per cent change compared with March, 1931		April, 1931	Per cent change compared with March, 1931				
ALL MANUFACTURING INDUSTRIES (51) 35%	830	272,398	79.4	- 0.1	-17.1	\$6,271,576	69.5	+ 1.8	-29.5	\$23.02	\$22.60
Metal products: (12) 57%	249	131,097	74.9	- 0.1	-20.4	3,184,577	64.4	+ 3.0	-34.8	24.29	23.51
Blast furnaces.....	12	1,653	46.6	+ 3.3	-23.0	40,853	37.9	+ 2.2	-37.3	24.71	24.90
Steel works and rolling mills.....	47	68,361	70.7	+ 0.3	-18.2	1,767,702	63.3	+ 4.5	-30.7	25.86	24.82
Iron and steel forgings.....	10	1,405	64.8	-11.8	-32.8	30,804	55.3	+ 7.2	-44.5	21.92	20.84
Structural iron work.....	10	3,236	81.7	- 5.1	-33.7	66,740	58.7	- 6.8	-54.3	20.62	20.98
Steam and hot water heating appliances.....	16	3,567	84.2	- 9.6	-18.3	82,319	67.8	-16.0	-35.6	23.08	24.91
Stoves and furnaces.....	8	620	68.9	+ 7.0	-15.3	11,189	40.7	+ 4.9	-43.9	18.05	18.38
Foundries.....	36	6,895	74.5	- 3.4	-26.1	141,316	53.1	-11.5	-47.2	20.50	22.39
Machinery and parts.....	44	8,506	84.3	+ 0.5	-19.6	199,358	66.3	+ 0.2	-34.9	23.44	23.49
Electrical apparatus.....	23	27,131	96.1	+ 4.9	-16.7	646,895	87.7	+13.5	-33.1	23.84	21.80
Engines and pumps.....	10	2,013	53.6	-15.2	-43.4	39,733	39.5	-16.8	-59.9	19.74	20.18
Hardware and tools.....	20	5,037	75.4	- 3.8	-22.1	97,408	61.4	- 5.8	-34.5	19.34	19.71
Brass and bronze products.....	13	2,673	68.0	- 3.4	-35.9	60,260	54.3	- 7.3	-47.1	22.54	23.49
Transportation equipment: (5) 74%	37	19,077	52.8	- 0.8	-32.4	481,110	44.8	+ 7.7	-43.8	25.22	23.21
Automobiles.....	5	3,257	64.9	+ 2.0	-10.6	90,489	48.3	+10.5	-24.3	27.78	25.54
Automobile bodies and parts.....	11	3,871	57.1	+ 9.6	-41.3	110,886	54.6	+40.0	-43.6	28.65	22.41
Locomotives and cars.....	11	6,274	24.8	- 4.6	-54.2	138,322	19.2	- 1.5	-66.2	22.05	21.45
Railroad repair shops.....	6	3,039	76.3	+ 3.5	+ 1.3	69,364	64.9	+ 3.0	-16.1	22.82	23.01
Shipbuilding.....	4	2,636	59.8	-13.7	-33.3	72,049	93.1	- 8.1	-36.0	27.33	25.70
Textile products: (11) 27%	160	50,895	90.9	+ 0.4	-11.6	931,068	80.9	- 2.4	-19.0	18.29	18.68
Cotton goods.....	12	2,847	61.5	- 0.5	-12.9	64,403	62.0	+ 4.7	+ 1.0	22.62	21.46
Woolens and worsteds.....	13	3,435	55.1	-13.0	+ 5.4	71,886	49.4	-17.3	+15.4	20.93	22.03
Silk goods.....	45	18,197	103.6	0.0	-13.1	308,924	101.1	- 1.8	-18.7	16.98	17.28
Textile dyeing and finishing.....	12	1,696	89.9	+ 1.1	- 9.6	41,496	90.2	- 6.8	-13.4	24.47	26.57
Carpets and rugs.....	10	2,671	61.8	+ 7.1	-15.2	53,663	48.5	+ 9.7	-21.9	20.09	19.66
Hats.....	3	3,186	81.6	- 0.9	- 8.9	45,560	47.7	-18.0	-25.7	14.30	17.35
Hosiery.....	28	12,104	104.3	+ 2.5	-16.1	249,190	99.8	+ 0.1	-29.4	20.59	20.65
Knit goods, other.....	13	2,235	81.7	+ 3.4	-12.7	31,935	66.4	- 0.4	-28.1	14.29	14.87
Men's clothing.....	9	857	85.2	+ 5.7	- 0.7	12,856	78.3	+ 7.4	-10.4	15.00	14.73
Women's clothing.....	7	1,444	142.3	+ 0.4	+15.5	19,678	133.9	- 7.2	+ 6.9	13.63	14.77
Shirts and furnishings.....	8	2,223	149.5	+10.3	+ 7.8	31,477	141.1	+12.3	+ 2.8	14.16	13.92

## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended April 15, 1931	Index Numbers 1923-1925 = 100		Total Weekly Payroll Week Ended April 15, 1931	Index Numbers 1923-1925 = 100		Per cent change compared with March, 1931	April, 1931	March 15, 1931	Week Ended
			April, 1931	Per cent change compared with March, 1931		April, 1931	Per cent change compared with March, 1931				
Foods and tobacco: (5) 32%	93	21,097	103.1	- 1.9	- 5.7	401,574	93.3	- 3.0	- 9.8	19.03	19.26
Bread and bakery products.....	27	3,887	105.6	- 1.4	- 4.7	102,389	100.2	- 1.5	- 11.0	26.34	26.36
Confectionery.....	13	4,148	94.2	- 2.7	- 3.9	78,683	91.8	- 3.4	- 11.4	18.97	19.12
Ice cream.....	11	1,203	98.0	+ 4.8	- 1.8	38,257	97.5	+ 6.4	+ 6.0	31.80	31.30
Meat packing.....	14	1,980	96.0	- 0.3	- 0.7	50,088	79.6	- 5.2	- 15.8	25.30	26.62
Cigars and tobacco.....	28	9,879	103.1	- 2.8	- 7.1	132,157	84.5	- 5.6	- 6.1	13.38	13.78
Stone, clay and glass products: (3) 42%	69	11,909	60.4	+ 1.9	-25.6	258,620	46.5	+ 1.5	-41.2	21.72	21.77
Brick, tile and pottery.....	32	4,108	74.5	+ 4.5	-14.6	75,889	54.1	+ 7.1	-35.4	18.47	18.01
Cement.....	15	4,510	55.1	+ 1.7	-23.2	117,574	45.7	+ 6.0	-37.4	26.07	25.83
Glass.....	22	3,291	54.8	- 1.3	-37.7	65,157	42.7	-10.9	-51.5	19.80	21.89
Lumber products: (3) 27%	52	3,837	57.4	0.0	-23.5	76,918	50.6	- 4.0	-28.3	20.05	20.87
Lumber and planing mills.....	16	756	32.5	- 1.5	-51.3	13,776	27.2	- 2.9	-57.6	18.22	18.57
Furniture.....	30	2,220	66.4	+ 1.2	-12.5	48,236	59.5	- 3.4	-17.0	21.73	22.18
Wooden boxes.....	6	861	65.5	- 2.2	- 7.7	14,906	58.6	- 6.7	- 8.6	17.31	18.13
Chemical products: (5) 47%	58	11,484	90.5	- 0.4	-13.3	319,073	90.2	+ 1.1	-20.8	27.78	27.34
Chemicals and drugs.....	34	1,272	75.3	+ 0.4	-15.0	38,878	81.9	+18.0	- 6.6	30.56	26.02
Coke.....	3	2,139	72.6	- 0.8	-34.3	56,080	60.5	+ 4.1	-39.4	26.22	24.95
Explosives.....	3	480	74.5	- 1.2	-11.3	10,299	73.7	- 4.3	-21.5	21.46	22.15
Paints and varnishes.....	12	1,356	89.9	+ 4.9	- 7.6	32,991	87.5	+ 8.3	-21.2	24.33	23.54
Petroleum refining.....	6	6,237	125.4	- 1.6	- 5.6	180,825	126.7	- 3.5	-16.0	28.99	29.58
Leather and rubber products: (4) 46%	46	10,528	94.4	- 0.1	- 3.0	234,620	93.6	+ 0.9	- 6.4	22.29	22.10
Leather tanning.....	17	5,545	100.9	- 0.6	- 3.3	136,802	96.5	+ 1.2	- 6.7	24.67	24.21
Shoes.....	18	3,490	94.0	0.0	- 2.5	57,811	92.0	- 2.0	- 7.8	16.56	16.94
Leather products, other.....	7	630	79.4	- 1.1	- 9.8	15,386	83.1	- 6.4	-12.4	24.42	25.84
Rubber tires and goods.....	4	863	88.5	+ 4.5	+ 0.5	24,621	102.6	+11.3	+ 0.2	28.53	26.80



## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended April 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended April 15, 1931	Index Numbers 1923-1925 = 100			Week Ended	
			April, 1931	Per cent change compared with			April, 1931	Per cent change compared with			
				March, 1931	April, 1930			March, 1931	April, 1930		
Paper and printing: (3) 30%	66	12,474	94.6	— 0.2	— 4.8	97.8	— 1.8	—13.9	30.79	31.29	
Paper and wood pulp.....	12	3,381	81.8	+ 0.9	— 5.7	76.9	— 1.4	—20.1	25.25	25.81	
Paper boxes and bags.....	10	960	79.2	— 0.6	—14.1	77.9	— 6.8	—20.9	15.55	16.58	
Printing and publishing.....	44	8,133	100.9	— 0.6	— 2.9	106.1	— 1.8	—11.1	34.89	35.28	
Anthracite coal mining <sup>2</sup> 75%	159	116,616	82.9	+ 3.8	— 2.2	63.8	+14.5	— 0.2	25.24	22.87	
Bituminous coal mining <sup>3</sup> 70%	406	62,590	85.2	— 1.4	— 9.6	58.8	— 6.7	—31.9	17.58	18.57	
Building and contracting 5%	58	3,340	60.4	+26.9	—35.3	47.6	+16.7	—47.2	25.29	27.22	
Road building: <sup>4</sup> State Highways 100%	...	9,614	.....	+37.0	—37.3	.....	.....	.....	.....	.....	
Construction.....	...	1,732	.....	+240.6	—72.7	.....	.....	.....	.....	.....	
Maintenance.....	...	7,882	.....	+25.2	—12.3	.....	.....	.....	.....	.....	
Street railways 55%	5	13,185	77.9	0.0	— 8.1	439,652	+ 0.6	—13.3	33.34	33.16	
Retail trade 20%	70	26,798	94.2	+ 1.6	— 1.5	.....	.....	.....	.....	.....	
Wholesale trade 12%	82	3,895	89.6	— 0.1	— 1.4	.....	.....	.....	.....	.....	

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

<sup>2</sup>Anthracite figures are from the Anthracite Bureau of Information.

<sup>3</sup>Bituminous figures are from the U. S. Bureau of Labor Statistics.

<sup>4</sup>Data as of May 1, 1931. Department of Highways report.

(Chain index—January, 1929 = 100)

## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended April 15, 1931	Total Weekly Wages Week Ended April 15, 1931	Total Weekly Employee Hours		Average Hourly Earnings	
				Per Cent Change		Week Ended	
				April 15, 1931	March 15, 1931	April 15, 1931	March 15, 1931
ALL MANUFACTURING INDUSTRIES: (48).....							
Metal products:	570	197,085	\$4,665,243	8,148,801	+ 2.4	\$ .573	\$ .571
	198	113,722	2,774,462	4,470,711	+ 3.4	.621	.623
Blast furnaces.....	10	1,583	39,563	68,513	+ 1.8	.577	.608
Steel works and rolling mills.....	33	58,170	1,501,095	2,358,647	+ 3.5	.636	.636
Iron and steel forgings.....	8	1,150	24,897	44,942	- 3.6	.554	.544
Structural iron work.....	7	1,311	28,630	47,580	-11.2	.602	.583
Steam and hot water heating appliances.....	14	2,630	63,404	108,695	- 9.7	.583	.577
Stoves and furnaces.....	3	119	2,259	3,266	+ 1.7	.692	.689
Foundries.....	29	6,229	128,163	214,271	-10.1	.598	.609
Machinery and parts.....	37	7,322	169,745	288,414	+ 0.9	.589	.592
Electrical apparatus.....	22	26,986	644,131	1,021,921	+14.4	.630	.637
Engines and pumps.....	10	2,013	39,733	65,859	-17.4	.603	.601
Hardware and tools.....	14	3,594	74,201	141,113	- 4.2	.526	.527
Brass and bronze products.....	11	2,615	58,641	107,490	- 4.0	.546	.543
Transportation equipment:	26	12,333	315,550	479,616	+ 7.4	.658	.616
Automobiles.....	3	1,461	38,693	51,969	+ 5.9	.745	.578
Automobile bodies and parts.....	8	3,538	103,961	169,246	+40.7	.614	.599
Locomotives and cars.....	7	2,886	64,468	109,656	+ 6.0	.588	.607
Railroad repair shops.....	4	1,812	36,379	51,741	- 1.9	.703	.696
Shipbuilding.....	4	2,636	72,049	97,004	-19.8	.743	.649
Textile products:	95	30,520	563,609	1,317,353	- 1.4	.428	.418
Cotton goods.....	9	1,703	33,382	71,957	+ 4.1	.464	.427
Woolens and worsteds.....	8	1,333	59,270	91,858	-35.5	.466	.454
Silk goods.....	31	13,865	234,745	607,202	- 0.1	.387	.382
Textile dyeing and finishing.....	7	687	14,924	32,130	+ 0.5	.464	.531
Carpets and rugs.....	6	1,966	39,920	73,768	+ 5.5	.513	.487
Hosiery.....	13	6,779	151,284	283,699	- 1.0	.533	.490
Knit goods, other.....	9	1,523	21,603	61,603	- 3.5	.351	.355
Men's clothing.....	3	203	2,663	8,804	- 0.1	.302	.308
Women's clothing.....	6	1,266	18,151	59,763	- 0.2	.304	.338
Shirts and furnishings.....	3	1,195	19,301	55,065	+27.4	.351	.330

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended April 15, 1931	Total Weekly Wages Week Ended April 15, 1931	Total Weekly Employe Hours			Average Hourly Earnings Week Ended	
				April 15, 1931	March 15, 1931	Per Cent Change	April 15, 1931	March 15, 1931
Foods and tobacco:	55	8,667	\$ 187,716	405,395	419,088	— 3.3	\$ .463	\$ .456
Bread and bakery products .....	21	2,121	50,840	105,976	108,691	— 2.5	.480	.474
Confectionery .....	7	2,167	46,475	105,302	111,439	— 5.5	.441	.372
Ice cream .....	8	751	24,773	43,990	40,657	+ 8.2	.563	.559
Meat packing .....	9	1,083	28,233	50,877	53,407	— 4.7	.555	.546
Cigars and tobacco .....	10	2,545	37,395	99,250	104,894	— 5.4	.377	.372
Stone, clay and glass products:	45	8,353	188,657	353,367	339,725	+ 4.0	.534	.538
Brick, tile and pottery .....	21	2,537	48,692	101,642	93,665	+ 8.5	.479	.469
Cement .....	10	3,667	94,852	174,030	159,393	+ 9.2	.545	.553
Glass .....	14	2,149	45,113	77,695	86,667	—10.4	.581	.585
Lumber products:	45	2,930	63,690	117,651	122,251	— 3.8	.541	.530
Lumber and planing mills .....	13	492	10,358	17,752	17,236	+ 3.0	.583	.590
Furniture .....	28	1,976	44,195	80,701	83,432	— 3.3	.548	.531
Wooden boxes .....	4	462	9,137	19,198	21,583	—11.1	.476	.476
Chemical products:	28	7,763	226,466	395,975	364,488	+ 8.4	.574	.603
Chemicals and drugs .....	14	736	25,211	42,607	38,808	+ 9.8	.592	.478
Paints and varnishes .....	9	1,297	31,460	60,384	55,630	+ 8.5	.521	.524
Petroleum refining .....	5	5,730	169,795	292,084	270,050	+ 8.2	.581	.637
Leather and rubber products:	30	5,438	125,079	261,369	263,086	— 0.7	.479	.472
Leather tanning .....	9	2,106	54,963	100,717	103,485	— 2.7	.546	.534
Shoes .....	11	1,903	31,095	91,043	92,322	— 1.4	.342	.340
Leather products, other .....	6	566	14,400	26,432	27,485	— 3.8	.545	.562
Rubber tires and goods .....	4	863	24,621	43,177	39,794	+ 8.5	.570	.556
Paper and printing:	48	7,359	220,014	348,264	344,066	+ 1.2	.632	.642
Paper and wood pulp .....	8	2,523	66,990	126,080	121,432	+ 3.8	.531	.538
Paper boxes and bags .....	7	571	9,808	25,809	27,412	— 5.8	.380	.382
Printing and publishing .....	33	4,265	143,216	196,375	195,222	+ 0.6	.729	.732
Building and contracting .....	50	2,983	76,255	119,669	90,301	+32.5	.637	.691

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—CITY AREAS<sup>1</sup>

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS			AVERAGE WEEKLY EARNINGS		
		No. of Wage Earners Week Ended April 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended April 15, 1931	Index Numbers 1923-1925 = 100		Week Ended		
			April, 1931	Per cent change compared with			Per cent change compared with				
				March, 1931	April, 1930			March, 1931		April, 1930	
Allentown—Bethlehem—Easton.....	77	23,421	71.2	+ 0.6	-23.5	\$ 552,075	61.0	- 0.7	-36.9	\$23.57	\$23.91
Altoona.....	14	2,440	82.7	+ 7.3	- 4.8	47,704	76.3	+12.0	-23.9	19.55	18.68
Erie.....	23	8,235	88.5	- 0.3	-21.5	204,256	77.4	- 4.3	-36.0	24.80	25.17
Harrisburg.....	33	10,049	87.4	0.0	-15.7	235,150	84.2	+ 0.5	-26.4	23.40	23.28
Hazleton—Pottsville.....	19	3,233	78.9	- 9.8	-21.5	52,832	66.7	-17.6	-32.1	16.34	17.88
Johnstown.....	15	7,788	74.4	+ 1.4	-29.0	244,162	67.7	+ 1.0	-37.8	31.35	31.40
Lancaster.....	29	4,883	75.8	+ 0.7	- 9.3	96,684	66.3	+ 3.6	-17.6	19.80	19.23
New Castle.....	11	4,403	61.1	- 2.7	-20.8	109,252	52.0	+ 2.6	-33.3	24.81	23.53
Philadelphia.....	247	79,005	79.9	+ 0.6	-18.4	1,951,556	75.8	+ 0.5	-27.5	24.70	24.66
Pittsburgh.....	89	63,874	70.1	- 0.8	-17.0	1,533,348	60.6	+ 7.1	-31.8	24.01	22.21
Reading—Lebanon.....	67	22,070	83.5	- 0.2	-15.8	453,554	69.6	- 0.3	-30.2	20.55	20.43
Scranton.....	33	5,082	80.6	- 5.2	-14.9	87,534	70.8	- 3.4	-18.3	17.22	16.92
Sunbury.....	23	7,213	71.6	- 2.1	-22.6	123,408	57.9	- 1.9	-39.0	17.11	17.10
Wilkes-Barre.....	23	6,579	100.2	+ 5.7	- 2.9	97,628	85.8	- 3.5	-16.7	14.84	15.93
Williamsport.....	25	4,420	74.8	+ 0.3	-22.2	105,050	80.0	+ 4.0	-30.4	23.77	22.65
York.....	49	5,831	88.0	- 3.5	-10.3	103,233	73.6	- 3.9	-20.0	17.70	17.65

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.



# INDUSTRIAL ACCIDENTS SHOW DECREASE IN APRIL NOTWITHSTANDING SLIGHTLY INCREASED INDUSTRIAL ACTIVITY

After showing a slight increase in March, accidents in industry again declined slightly in April. A total of 124 fatal and 9,076 non-fatal accidents were reported to the Bureau of Workmen's Compensation during April as compared with 129 fatal and 9,091 non-fatal accidents reported in March, a reduction of five, or 3.9 per cent, in the fatal total, and a reduction of 15, or 0.2 per cent, in the total of non-fatal accidents. While these reductions are small, they appear to indicate some definite progress in accident reduction in industry for the month, especially since the decline in accidents occurred in the face of increased activity in industry during April. The following table shows the percentage change in accident totals for the March-April period in comparison to changes in wage payments for certain industries for which indexes of industrial activity as represented by wage payments are available:

INDUSTRY	April as compared with March, 1931	
	Per cent increase or decrease in accidents	Per cent increase or decrease in wage payments
Construction.....	+ 2.7	+16.7
Coal mining:		
Anthracite.....	— 3.8	+14.5
Bituminous.....	—12.5	— 6.6
Manufacturing.....	+ 1.3	+ 1.8

As compared with accident totals for April, 1930, accidents in industry for April, 1931, show large reductions. Fatalities for April, 1931, were 44, or 26.2 per cent, less than in the same month a year ago, and non-fatal accidents show a decline of 2,233, or 19.7 per cent.

The fatal accidents reported during April, 1931, occurred in the following industries: construction and contracting, 10; manufacturing, 14; coal mining, 59 (anthracite, 41, and bituminous, 18); quarrying and non-coal mining, 4; transportation, public utilities, and trade, 6 each; hotels and restaurants, 2; state and municipal employment, 10; and miscellaneous industries, 7. Five of the 11 industries reported reduced fatal accident totals for April as compared with March. The largest reduction occurred in manufacturing industries where fatal accidents numbered 10, or 41.7 per cent, less than in March. The construction industry also showed a commendable reduction in fatal injuries, showing a reduction from 18 deaths in March to 10 in April, a 44.4 per cent decline. This reduction of construction fatalities was accomplished notwithstanding a considerable increase in construction activity for the month. Anthracite coal mining and the transportation industry also showed reduced fatality totals for April as compared with March. Increased totals of industrial fatalities in

April were reported from the following groups: bituminous coal mining, an increase of 3; quarrying, an increase of 2; public utilities, a gain of 5; trade, an increase of 2; hotels and restaurants, an increase of 1; and miscellaneous industries, an increase of 6 deaths.

### FALLS ARE MAJOR CAUSE OF FATAL INJURIES TO WORKERS

Falling objects continued as the predominating cause of death to workers in industry. Thirty-two, or 26 per cent, of the total number of workers killed in April were killed by falling objects, of whom 29 were employed in or about coal mines. Falls of persons was the second highest cause of fatal injuries during April contributing 20 deaths, or 16 per cent of the total. Motor vehicles killed 18 workers during April, the third highest cause of death. Other causes responsible for the deaths of five or more workers during April were cars and engines, 17; explosive substances, 12; and electricity, 6.

### UNUSUAL ACCIDENTS AND BLOOD POISONING CASES

In addition to the usual and more or less expected causes of death listed in the preceding paragraph, the fatal accident records for April contained reports of several unusual cases where the cause of death might be listed as extremely rare. One such was that of a restaurant employe who was bitten by a rat and died of septemia twenty-six days following the "accident." Another unusual case was that of a hotel chambermaid who scratched her hand on a loose wire while dusting a chair and died of blood poisoning twelve days following the accident. Another, a municipal patrolman, stumbled over a small obstruction on a sidewalk and fell injuring his knee; blood poisoning developed resulting in death within a month. Two workers were killed when trucks being backed pinned them against walls or other obstructions. In one instance, the driver stopped his truck and had gone to the rear to unload. Evidently the emergency brake did not hold—the precaution of blocking the wheels of his truck probably would have saved his life. Another tragic accident was that due to a tire on a fire-fighting apparatus blowing out while members of a volunteer fire company were responding to an alarm. This accident resulted in the loss of five lives. Another case was that of a laborer who failed to give proper attention to a blistered callous on his hand—a finger was amputated and later gangrene set in. Another, a foundry worker ran a steel sliver in his hand, infection developed and the worker died within a month of the accident. A car repairman was burned on the neck by a spark from a welding machine, blood poisoning developed, resulting in death in less than a month. Inhalations of poisonous gases, falls from ladders and scaffolds, and the careless crossing of streets, highways, and railroads contributed an unusually large number of deaths during the month. The high number of deaths from blood poisoning reported during April directs special attention to the importance of seemingly minor injuries. While a full

record of the facts and circumstances is not given on the accident reports, it is quite likely that immediate attention to the slight wounds in the seven fatal blood poisoning cases reported during April would have resulted in the saving of some if not all of these lives.

The following table shows the accident totals for the three main industry groups for the first four months of 1931 compared with the corresponding period in 1930:

ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

INDUSTRY	Four Months, 1931		Four Months, 1930		Per Cent Increase or Decrease in 1931	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
General industrial.....	220	22,111	290	30,900	—24.1	—28.4
Coal mining.....	250	13,928	277	15,851	— 9.7	—12.1
Transportation and public utilities....	54	1,669	50	2,668	+ 8.0	—37.4
<b>TOTAL.....</b>	<b>524</b>	<b>37,708</b>	<b>617</b>	<b>49,419</b>	<b>—15.1</b>	<b>—23.7</b>

## COMPENSATION

Agreements for compensation were approved by the Bureau of Workmen's Compensation during April in 7,193 cases involving a liability to employers or their insurance carriers to the amount of \$1,402,269 payable to injured workers or to the dependents of those killed in industry. This compensation total was made up of the following classes of injuries:

150 fatal cases.....	\$541,415
318 permanent disability cases.....	383,012
6,725 temporary disability cases.....	477,842

The total number of compensation agreements approved during April was 17.5 per cent higher than in March, while the amount of compensation incurred increased only 3.9 per cent.

Agreements in permanent injury cases declined 4.5 per cent in April as compared with the total for March. Decreases were shown for all classes of permanent disability except leg and phalanx losses and miscellaneous permanent total and miscellaneous permanent partial disability cases which showed slight gains over March. Eye losses in April numbered 6 less than in March. Arm and hand losses each decreased 3 from the March total. Finger losses were 27 less than in March, a 21 per cent decline. Foot losses numbered 2 less than in March.

In addition to the decrease in permanent injuries in April, the severity of injury in temporary disability cases also dropped slightly. The average time loss in temporary injury cases decreased from 43.5 days in March to 42.3 days

in April, a 2.8 per cent decline. The average severity of temporary injuries for the first four months of 1931, however, is nearly one per cent higher than for the corresponding period in 1930.

#### COMPENSATION COSTS NOT DECREASING

The amount of compensation liability due to accidents in industry for the first four months of 1931 totaled \$5,469,803, or only \$4,067 less than the total for the corresponding period in 1930. In view of an 11.2 per cent drop in the number of compensation cases, a corresponding drop in compensation costs might have been expected. However, the increased number of agreements in fatal and permanent disability cases has offset the cost reduction gained through the 12.7 per cent decrease in the number of temporary injury cases.



# INDUSTRIAL ACCIDENT FREQUENCY FOR APRIL, 1931, BY COUNTY

COUNTY <sup>1</sup>	Number of Accidents Reported		Rate of Accidents per 1,000 of Estimated Working Population <sup>2</sup>		Comparative Rank of Low Accident Frequency
	Fatal	Non-fatal	April, 1931	Equivalent Annual Rate	
All Counties (67)—Total.....	124	9,076	2.50	30.42	..
Adams.....	..	16	1.12	13.63	10
Allegheny.....	11	1,242	2.42	29.44	47
Armstrong.....	1	80	2.64	31.79	49
Beaver.....	3	126	2.38	28.96	45
Bedford.....	1	18	1.29	15.70	12
Berks.....	1	192	2.21	26.89	40
Blair.....	3	69	1.34	16.30	13
Bradford.....	1	29	1.52	18.49	22
Bucks.....	1	50	1.40	17.03	16
Butler.....	..	55	1.76	21.41	30
Cambria.....	4	314	4.04	49.15	63
Cameron <sup>3</sup> .....	1	..	..	..	1
Carbon.....	..	69	2.82	34.31	54
Centre.....	3	39	2.28	27.74	44
Chester.....	5	96	2.09	25.43	36
Clarion.....	..	41	2.98	36.26	56
Clearfield.....	..	91	2.53	30.78	48
Clinton.....	..	27	2.10	25.55	37
Columbia.....	..	52	2.67	32.49	52
Crawford.....	..	27	1.10	13.38	8
Cumberland.....	..	39	1.52	18.49	21
Dauphin.....	5	138	2.25	27.38	42
Delaware.....	3	167	1.75	21.29	28
Elk.....	1	47	3.60	43.80	61
Erie.....	1	123	1.87	22.75	31
Fayette.....	3	199	2.63	32.00	50
Forest.....	..	8	3.48	42.34	60
Franklin.....	..	29	1.15	13.99	11
Fulton.....	..	5	1.36	16.55	15
Greene.....	1	39	2.64	32.12	51
Huntingdon.....	..	26	1.69	20.56	26
Indiana.....	2	84	2.84	34.55	55
Jefferson.....	1	51	2.40	29.20	46
Juniata.....	..	8	1.42	17.28	18
Lackawanna.....	8	657	5.58	67.89	66
Lancaster.....	1	164	2.21	26.89	41
Lawrence.....	..	41	1.11	13.51	9
Lebanon.....	..	39	1.51	18.37	20
Lehigh.....	1	92	1.43	17.40	19
Luzerne.....	22	939	5.70	69.35	67
Lycoming.....	1	61	1.75	21.29	29
McKean.....	1	61	2.98	36.26	57
Mercer.....	..	42	1.09	13.26	7
Mifflin.....	1	49	3.38	41.12	59
Monroe.....	..	15	1.41	17.16	17
Montgomery.....	2	157	1.64	19.95	25
Montour.....	..	5	.88	10.71	6
Northampton.....	..	135	2.09	25.43	35
Northumberland.....	2	187	3.78	45.99	62
Perry.....	..	5	.58	7.06	2
Philadelphia.....	12	1,419	1.90	23.12	32
Pike.....	..	8	2.74	33.33	53
Potter.....	..	15	2.06	25.06	34
Schuylkill.....	11	455	5.15	62.66	65
Snyder.....	1	4	.69	8.40	3
Somerset.....	1	142	4.48	54.50	64
Sullivan.....	..	5	1.57	18.77	23
Susquehanna.....	1	10	.82	9.98	5
Tioga.....	..	24	1.90	23.12	33
Union.....	..	5	.75	9.13	4
Venango.....	..	39	1.60	19.47	24
Warren.....	..	35	2.17	26.40	38
Washington.....	2	255	3.27	39.79	58
Wayne.....	3	22	2.26	27.50	43
Westmoreland.....	2	246	2.19	26.65	39
Wyoming.....	..	8	1.35	16.43	14
York.....	..	110	1.74	21.17	27
Out of State.....	..	29	....	....	..

<sup>1</sup>Counties having an accident rate higher than the average for all counties are printed in red.

<sup>2</sup>Rate is of accidents in all industries including the coal mining and transportation and public utility industries.

<sup>3</sup>No accidents reported during April.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
ACCIDENT REPORTS RECEIVED

1931	Total			General Industrial		Coal Mining		Transportation and Public Utilities	
	Total	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
TOTAL—Four Months, 1931.....	38,232	524	37,708	220	22,111	250	13,928	54	1,669
January.....	10,768	154	10,614	60	6,237	75	3,864	19	513
February.....	9,044	117	8,927	47	5,116	55	3,429	15	382
March.....	9,220	129	9,091	60	5,254	61	3,445	8	392
April.....	9,200	124	9,076	53	5,504	59	3,190	12	382
May.....	.....	...	.....	..	.....	..	.....	..	...
June.....	.....	...	.....	..	.....	..	.....	..	...
TOTAL—Four Months, 1930.....	50,036	617	49,419	290	30,900	277	15,851	50	2,668
GRAND TOTAL <sup>1</sup> ,....	2,679,877	35,206	2,644,671	15,086	1,672,426	14,892	750,209	5,228	227,036

<sup>1</sup>Since the inception of the Act—January 1, 1916.

AGREEMENTS APPROVED BY THE BUREAU OF WORKMEN'S COMPENSATION

1931		Total	Fatal	Permanent Disability	Temporary Disability
TOTAL—Four Months, 1931.....		27,950	627	1,320	26,003
January.....		7,804			
February.....		6,829	134	373	7,297
March.....		6,124	192	296	6,341
April.....		7,193	150	333	5,640
May.....		.....	.....	318	6,725
June.....		.....	.....	.....	.....
TOTAL—Four Months, 1930.....		31,472	613	1,085	29,774
GRAND TOTAL.....		1,126,025	29,685	35,587	1,060,753

COMPENSATION AWARDED AND PAID

1931	AWARDED				PAID			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
TOTAL—Four Months, 1931.....	\$ 5,469,803	\$ 2,022,649	\$ 1,627,754	\$ 1,819,400	\$ 4,740,444	\$ 1,356,459	\$ 1,564,585	\$ 1,819,400
January.....	1,356,803	435,014	457,217	464,572	1,234,304	339,481	430,251	464,572
February.....	1,361,529	533,737	368,450	459,342	1,134,901	297,335	378,224	459,342
March.....	1,349,202	512,483	419,075	417,644	1,165,208	370,828	376,736	417,644
April.....	1,402,269	541,415	383,012	477,842	1,206,031	348,815	379,374	477,842
May.....	.....	.....	.....	.....	.....	.....	.....	.....
June.....	.....	.....	.....	.....	.....	.....	.....	.....
TOTAL—Four Months, 1930.....	\$ 5,473,870	\$ 2,101,789	\$ 1,146,860	\$ 2,225,221	\$ 4,998,945	\$ 1,441,733	\$ 1,321,991	\$ 2,225,221
GRAND TOTAL.....	\$187,720,383	\$85,871,833	\$40,865,132	\$60,983,418	\$138,522,554	\$41,817,800	\$35,721,336	\$60,983,418

<sup>1</sup>Since the inception of the Act—January 1, 1916.

COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION  
PERMANENT INJURIES<sup>2</sup>

1931	Loss of Eyes		Loss of Arms		Loss of Hands		Loss of Fingers		Loss of Phalanges	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Four Months, 1931...	166	\$ 297,457	37	\$ 106,015	82	\$ 196,098	486	\$ 193,488	363	\$ 84,901
January.....	55	101,049	10	29,551	29	69,846	146	58,582	91	21,612
February.....	35	62,907	12	35,055	18	44,010	115	44,429	80	20,034
March.....	41	73,397	9	27,640	19	45,128	126	52,135	96	21,486
April.....	35	60,104	6	13,769	16	37,114	99	38,342	96	21,769
May.....	..	.....	..	.....	..	.....	..	.....	..	.....
June.....	..	.....	..	.....	..	.....	..	.....	..	.....
TOTAL—Four Months, 1930.	135	\$ 241,881	30	\$ 84,332	66	\$ 162,246	486	\$ 202,087	379	\$ 88,444
GRAND TOTAL <sup>1</sup> .....	8,753	\$12,839,130	1,170	\$2,750,810	3,558	\$6,823,337	11,832	\$1,385,796	9,452	\$1,925,081

PERMANENT INJURIES<sup>2</sup>—(Concluded)

1931	Loss of Legs		Loss of Feet		Facial Disfigurement		Miscellaneous			
	Loss of Legs		Loss of Feet		Facial Disfigurement		Per Total Dis.		Per Par. Dis. <sup>3</sup>	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Four Months, 1931...	71	\$ 194,786	75	\$ 156,969	124	\$ 44,446	36	\$ 193,923	72	\$ 159,671
January.....	12	36,300	18	37,558	22	6,748	9	47,525	22	48,446
February.....	16	37,778	19	37,971	33	9,105	10	52,068	12	25,093
March.....	22	60,759	20	43,772	31	15,011	8	45,102	17	34,645
April.....	21	59,949	18	37,668	38	13,582	9	49,228	21	51,487
May.....	..	.....	..	.....	..	.....	..	.....	..	.....
June.....	..	.....	..	.....	..	.....	..	.....	..	.....
TOTAL—Four Months, 1930.	30	\$ 83,851	45	\$ 94,716	58	\$ 27,732	32	161,571	..	\$ .....
GRAND TOTAL <sup>1</sup> .....	1,657	\$3,858,044	2,271	\$3,957,779	948	\$ 480,712	776	\$3,466,957	159	\$ 377,486

<sup>1</sup>Since the inception of the Act—January 1, 1916.

<sup>2</sup>Multiple losses separated respectively.

<sup>3</sup>New classification established July 1, 1930.



ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
DURING APRIL, 1931

CAUSE	Total of All Industries			Construction and Contracting			Coal Mining		Quarrying and Mining other than Coal Mining			Manufacturing								Textiles															
	Total of All Industries			Building Construction			Other Construction			Contracting			Anthracite		Bituminous		Total of Manufacturing Industries			Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and Their Products		Paper and Paper Products and Printing			
F	NF	*	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	
TOTAL OF ALL CAUSES.....	124	9,076		3	302	5	258	2	355	41	1,953	18	1,237	4	91	14	2,715	1	144		161		172	2	369		85		162		146		167		
Working machinery and processes.....	2	626		5	14		13	2	32		49		3		6		430		4		11		79		33		28		41		31		38		
Boilers and pressure apparatus.....		15															6				2				1										
Pumps and prime movers.....		25		1	3		3		4		3		1		2		6		1		2														
Transmission apparatus.....		16															9				1		1		2		1		2						
Elevators and hoists.....	1	57		6	1		1		16		6		6		1		16		2		1		1		7		1		1		1				
Cranes and derricks.....	1	119		3	14		13		9		4		5		1		64		2		2		1		3										
Cars and engines.....	17	694		2	4	9	292	3	279	1	8		1		3		32				10		2				2		1						
Motor vehicles.....	18	465		9	12		15		1		1		1				147		17		4		2		31				3		5		1		
Other vehicles.....		53															16		1						10				4						
Hand trucks.....	1	108		7	2		10										57		3		8		1		8		6		2		4		2		
Water and air craft.....		2															2																		
Handling objects—by hand.....	4	2,020		64	60	1	92	1	405	1	187		133		17		725		30		49		29		100		14		35		43		48		
Hand tools.....	2	793		23	19		33		188		16		16		11		219		8		14		11		36		4		33		8		10		
Electricity.....	6	66		2	1		3		2		1		1				10				1												1		
Explosive substances.....	12	109		2	3		3		39		7		7		1		23		1		2		1		1		1		1		1		6		
Hot and corrosive substances.....	2	312		16	2		13		15		15		15		6		174		9		8		7		19		8		1		11		6		
Falling objects.....	32	1,326		24	2	30	42	16	547	13	371		88		1		183		21		10		2		16		6		12		7		6		
Falls of persons.....	20	1,342		3	84	2	63		67	3	187		45		5		353		34		24		19		57		7		19		18		32		
Stepping upon or striking against objects.....	2	556		45	27		22	1	121		121		45		4		157		7		8		12		26		6		6		10		20		
Miscellaneous.....	4	372		11	4		17		70		70		41				86		4		6		7		19		2		3		3		3		

\*F. = Fatal.

N. F. = Non-fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
DURING APRIL, 1931—(Concluded)

50

CAUSE	Manufacturing—(Concluded)										Transportation and Public Utilities				Other Industries															
	Metals and Metal Products										Steam Railroads	Other Transportation		Public Utilities	Hotels and Restaurants	Trading		Wholesale	State and Municipal	Miscellaneous										
	Total	F	NF	F	NF	F	NF	F	NF	F		NF	F			NF	F				NF	F	NF							
																								Blast Furnaces and Steel Works	Rolling Mills	Foundries and Machine Shops	Fabrication	Car Repair Shops	Automobile Service Stations	Other
TOTAL OF ALL CAUSES.	11	1,238	3	59	238	3	205	3	456	1	92	1	188	71	5	187	1	107	6	88	2	145	4	593	2	103	10	465	7	477
Working machinery and processes.		146		2	30		22		82		4		6	19		6		3		2		11		20		3		9		23
Boilers and pressure apparatus.		5		1					1				2			1								1				1		2
Pumps and prime movers.		2		1					1															1						2
Transmission apparatus.		1		1					1																					1
Elevators and hoists.	1	2		1				1	1				1	1																2
Cranes and derricks.	1	55		4	20		13		12		3	1	3	1		1				1									1	1
Cars and engines.	1	19		1	6		1		4		7		61	4	1	3				2		3		4					1	2
Motor vehicles.		80		2	1		4		12																					49
Other vehicles.																														8
Hand trucks.		22		2	5		2		10		3			1		5														10
Water and air craft.	1	2							2																					6
Handling objects—by hand.	1	359		18	63		74		144		27		33	18		23				15		38							78	112
Hand tools.	1	92		1	11		9		34		16		21	3		11				0		12							41	23
Electricity.		8			2		1		3																					1
Explosive substances.	2	16		2	2		1		7		1		5	1		3				7		1							3	4
Hot and corrosive substances.									29		1		9	4		3				5		2							14	4
Falling objects.	2	101		12	18		31		29		6		8	2		9				7		22							1	19
Falls of persons.		101		6	32		22		27		6		8	4		3				5		5							6	27
Stepping upon or striking against objects.	2	134		4	29		14		55		14		18	9	1	37				16		3							26	96
Miscellaneous.		55		1	10		10		21		3		10	7		5				4		8							11	23
		38		4	7		2		10		6		9	1		17				5		4							4	40

\*F. = Fatal.  
N. F. = Non-fatal.

## FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1927			1928			1929			1930			1931		
	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
January.....	170	14,497	14,667	161	11,975	12,136	161	13,644	13,806	180	14,107	14,287	154	10,614	10,768
February.....	184	13,101	13,285	145	11,912	12,057	137	12,140	12,277	155	11,914	12,069	117	8,927	9,044
March.....	354	27,952	27,952	306	23,897	29,193	298	25,784	26,082	335	26,021	26,356	271	19,541	19,812
April.....	162	14,332	14,494	145	12,539	12,684	195	13,712	13,907	115	12,089	12,204	129	9,091	9,220
May.....	516	41,930	42,446	451	36,426	36,877	493	39,496	39,989	450	38,110	38,560	400	28,632	29,032
June.....	685	54,623	55,308	590	47,354	47,944	644	52,089	52,733	617	49,419	50,036	524	37,708	38,232
July.....	172	12,869	13,041	360	13,041	13,401	179	13,677	13,856	125	12,059	12,184	124	9,076	9,200
August.....	857	67,492	68,349	950	60,395	61,345	823	65,766	66,589	742	61,478	62,220	524	37,708	38,232
September.....	185	13,441	13,626	190	12,503	12,693	137	13,679	13,816	139	11,871	12,010	154	10,614	10,768
October.....	1,042	80,933	81,975	1,140	72,898	74,038	960	79,445	80,405	881	73,349	74,230	117	8,927	9,044
November.....	176	12,548	12,724	138	12,291	12,429	172	13,302	13,474	171	12,066	12,237	129	9,091	9,220
December.....	1,218	93,481	94,699	1,278	85,189	86,467	1,132	92,747	93,879	1,052	85,415	86,467	124	9,076	9,200
TOTAL.....	172	13,660	13,832	175	13,633	13,808	181	16,512	16,693	150	12,380	12,530	124	9,076	9,200
	1,390	107,141	108,531	1,453	98,822	100,275	1,313	109,259	110,572	1,202	97,795	98,997	524	37,708	38,232
	160	13,279	13,439	147	12,717	12,864	179	13,590	13,769	166	11,790	11,956	117	8,927	9,044
	1,530	120,420	121,970	1,600	111,569	113,169	1,492	122,849	124,341	1,368	109,585	110,953	124	9,076	9,200
	161	13,564	13,725	167	15,091	15,258	181	15,674	15,855	126	13,048	13,174	129	9,091	9,220
	1,711	133,984	135,695	1,767	126,660	128,427	1,673	138,523	140,196	1,494	122,633	124,127	124	9,076	9,200
	192	13,087	13,279	155	12,763	12,918	162	13,910	14,072	137	10,229	10,366	124	9,076	9,200
	1,903	147,071	148,974	1,922	139,423	141,345	1,835	152,433	154,268	1,631	132,862	134,493	524	37,708	38,232
	150	11,619	11,769	143	11,010	11,153	165	12,224	12,389	131	10,055	10,186	124	9,076	9,200
TOTAL.....	2,053	158,690	160,743	2,065	150,433	152,498	2,000	164,657	166,657	1,762	142,917	144,679	124	9,076	9,200

NOTE: The figures in italics represent the cumulative totals by month under each classification.

COMMONWEALTH OF PENNSYLVANIA  
DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

---

Harrisburg: . . . . . Office of the Secretary,  
Industrial Board,  
Workmen's Compensation Board,  
Bureau of Employment,  
Executive Bureau,  
Bureau of Industrial Relations,  
Bureau of Industrial Standards,  
Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Statistics,  
Bureau of Workmen's Compensation,  
Bureau of Women and Children,  
South Office Building.

---

BRANCH OFFICES

Allentown: . . . . . Lehigh Valley State Employment Office,  
529 Hamilton Street.  
State Workmen's Insurance Fund,  
6 Gerner Building, 838 Hamilton St.

Altoona: . . . . . Cooperative State Employment Office,  
Central Trust Building.  
Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Commerce Building.  
State Workmen's Insurance Fund,  
333 Central Trust Building.

DuBois: . . . . . Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Deposit National Bank Building.

Erie: . . . . . State Employment Office,  
126 East Eleventh Street.

Franklin: . . . . . State Workmen's Insurance Fund,  
413 Franklin Trust Building.

Gaines: . . . . . State Workmen's Insurance Fund.

Greensburg: . . . . . State Workmen's Insurance Fund,  
306 Coulter Building.  
Workmen's Compensation Referee,  
608 First National Bank Building.



- Harrisburg:.....Bureau of Bedding and Upholstery,  
400 North Third Street.  
State Employment Office,  
Second and Chestnut Streets.  
State Workmen's Insurance Fund,  
1826 South Fourth Street.
- Hazleton:.....Bureau of Inspection,  
713 Hazleton National Bank Building.
- Johnstown:.....Bureau of Inspection,  
427 Swank Building.  
State Employment Office,  
219 Market Street.  
State Workmen's Insurance Fund,  
1005 U. S. National Bank Building.
- Kane:.....Workmen's Compensation Referee,  
Kane Trust and Savings Building.  
Bureau of Inspection,  
Fraley and Field Streets.
- Lancaster:.....Cooperative State Employment Office,  
Y. M. C. A. Building.  
Bureau of Inspection,  
Workmen's Compensation Referee,  
Woolworth Building.
- Lock Haven:.....State Workmen's Insurance Fund,  
214 Vesper Street.
- New Castle:.....Cooperative State Employment Office,  
Y. M. C. A. Building,  
West Washington Street.
- Oil City:.....Cooperative State Employment Office,  
Y. M. C. A. Building.
- Philadelphia:.....State Employment Office (Main Office),  
Bureau of Rehabilitation,  
Steele Building, Fifteenth and Cherry Streets.  
Bureau of Inspection,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,  
Workmen's Compensation Board,  
Bureau of Women and Children,  
State Workmen's Insurance Fund,  
Market Street National Bank Building, 11th Floor,  
Market and Juniper Streets.
- Pittsburgh:.....Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,

	Bureau of Industrial Relations, Fulton Building. State Employment Office, 622 Grant Street. State Workmen's Insurance Fund 904 Park Building.
Pottsville:.....	Bureau of Rehabilitation, Workmen's Compensation Referee 1 Ulmer Building. State Workmen's Insurance Fund, Baird Building.
Reading:.....	State Employment Office, 24 North Sixth Street.
Scranton:.....	State Employment Office, Linden Street and Madison Avenue. Bureau of Inspection, Workmen's Compensation Referee, State Workmen's Insurance Fund, 418 Union National Bank Building.
Sunbury:.....	State Workmen's Insurance Fund 9 Witmer Building.
Towanda:.....	State Workmen's Insurance Fund, 216 Poplar Street.
Upper Darby:.....	Bureau of Inspection, 6908 Market Street. Bureau of Bedding and Upholstery, 303 McClatchey Building, 69th and Market Streets.
Wilkes-Barre:.....	Bureau of Rehabilitation, Workmen's Compensation Referee, Coal Exchange Building. State Workmen's Insurance Fund, 174 Carey Avenue.
Williamsport:.....	Bureau of Inspection, Workmen's Compensation Referee Heyman Building. Cooperative State Employment Office Y. M. C. A. Building, 343 West Fourth Street.
York:.....	Bureau of Workmen's Compensation, Central National Bank Building. State Workmen's Insurance Fund, 917 Wayne Avenue.

Note: State Employment Offices are conducted in cooperation with the United States Employment Service.







# LABOR AND INDUSTRY

*Published monthly by*

DEPARTMENT OF LABOR AND INDUSTRY  
COMMONWEALTH OF PENNSYLVANIA

A. M. NORTHRUP, M. D., *Secretary*

LINCOLN C. CARSON AND EFFIE REIMENSNYDER, *Editors*

---

Vol. XVIII

JULY, 1931

No. 7

---

## Contents

	<i>Page</i>
Eastern Interstate Conference on Labor Legislation . . . . .	3
A Snapshot of Wages and Earnings in the Bituminous Coal Mining Industry in the Allegheny District Just Before the Strike . . . . .	18
William J. Maguire, Director, Bureau of Statistics.	
Industrial Board . . . . .	35
They Put Safety First . . . . .	40
Review of Industrial Statistics . . . . .	43
William J. Maguire, Director, Bureau of Statistics.	
Directory of Offices . . . . .	65

DEPARTMENT OF LABOR AND INDUSTRY

A. M. NORTHRUP, M. D., *Secretary*  
CHARLOTTE E. CARR, *Deputy Secretary*

---

BUREAU OF INSPECTION

HARRY D. IMMEL, *Director*  
T. J. GOULD, *Assistant Director*

---

BUREAU OF WORKMEN'S COMPENSATION

W. H. HORNER, *Director*  
M. G. LEHMAN, *Assistant Director*

---

BUREAU OF REHABILITATION

HARRY TREBILCOX, *Director*

---

BUREAU OF EMPLOYMENT

S. S. RIDDLE, *Director*

---

BUREAU OF INDUSTRIAL STANDARDS

JOHN CAMPBELL, *Director*  
S. W. HOMAN, *Assistant Director*

---

BUREAU OF INDUSTRIAL RELATIONS

AMBROSE LANGAN, *Director*

---

BUREAU OF STATISTICS

WILLIAM J. MAGUIRE, *Director*  
TOLBERT C. K. SMEE, *Assistant Director*

---

BUREAU OF WOMEN AND CHILDREN

BEATRICE McCONNELL, *Director*

---

BUREAU OF BEDDING AND UPHOLSTERY

M. P. FREDERICK, *Director*  
FRED W. WYBLE, *Assistant Director*

---

BUREAU OF ACCOUNTING

IVAN L. MEASE, *Director*

---

INDUSTRIAL BOARD

A. M. NORTHRUP, M. D., *Chairman*  
GEORGE W. FISHER  
JOHN A. PHILLIPS

MRS. HUGH NEELY FLEMING  
A. L. LINDERMAN  
JAMES S. ARNOLD, *Secretary*

---

WORKMEN'S COMPENSATION BOARD

A. M. NORTHRUP, M. D., *ex-Officio*  
ARTHUR C. DALE, *Chairman*  
EDWARD J. HUNTER

WILLIAM J. BURCHINAL  
J. C. DETWEILER, *Secretary*

---

STATE WORKMEN'S INSURANCE BOARD

A. M. NORTHRUP, M. D., *Chairman*  
CHARLES F. ARMSTRONG, *Insurance Commissioner*

EDWARD MARTIN, *State Treasurer*

---

STATE WORKMEN'S INSURANCE FUND

W. JACK STITELER, JR., *Manager*

# THE EASTERN INTERSTATE CONFERENCE ON LABOR LEGISLATION June 18-19, 1931

The Eastern Interstate Conference on Labor Legislation called by Governor Pinchot, in Harrisburg, June 18 and 19, marked a departure in the states' consideration of legislative standards in industry. Although there have been other meetings of governmental officials to discuss their common problems, this is perhaps the first meeting where representatives of governors of states have come together officially with the idea of setting standards for labor legislation which would meet the needs of not only one state but of an industrial area including many states where conditions are similar and where the standards of work in one state inevitably affect the labor situation in another.

The conference was made up of representatives from the states of Connecticut, Delaware, Maryland, Massachusetts, New Jersey, New York, Ohio, Pennsylvania, and West Virginia; and the United States Department of Labor.

The discussion was limited to the consideration of standards for workmen's compensation, for employment of women and children, industrial health, and labor statistics. The recommendations of the conference as to minimum standards in these fields are presented in this report. That this Pennsylvania conference is only the beginning of a movement which recognizes the needs and problems of industry irrespective of state boundary lines is evidenced by the following resolution which was adopted by the conference, and which has been presented to the governors of the various states represented.

## RESOLUTION

We recommend to our respective governors that this be a continuing body to meet again for further study of compensation laws with particular reference to the application of economic questions based upon fuller statistical facts particularly concerning wages, living conditions, cost of medical attendance and hospitalization in the areas represented; and in addition to study arbitration and conciliation, wage claim collection, administration and inspection; subjects originally contemplated but omitted in this conference due to lack of time.

## RECOMMENDATIONS OF THE SECTION ON WORKMEN'S COMPENSATION

It was agreed that discussion should embrace major features and provisions of Workmen's Compensation Laws in which there was wide variance between the states—and, that the Committee should present recommendations on the several points or phases of difference when substantial agreement could be

reached. It was agreed further that such recommendations should be considered as voicing desirable attainment or aim in statutory provisions of the states.

The following items were presented for discussion under general and sub-heads:

### 1—Coverage and Scope

- A—Types of laws: compulsory, elective.
- B—Inclusive features, as to all classes of employment or limited.
- C—Extra territorial features.

### 2—Benefits

- A—Medical: limited, full, free selection, fee schedules.
- B—Occupational diseases: all inclusive, selected or limited.
- C—Maximum and minimum weekly amount:  
     Limit as to total: permanent partial.  
     Fixing of wage percentages.

### 3—Administrative and Procedural

- A—Revenue.
- B—Jurisdiction: continuing, statute limitation.  
     Power of Boards or Commissions as to findings.
- C—Appeals.

## RECOMMENDATIONS

1. This Committee recommends provisions for coverage of all occupational diseases under the Workmen's Compensation Acts of the several states.
2. This Committee recommends that the Workmen's Compensation Statutes of the several states confer the fullest possible extra territorial jurisdiction.
3. This Committee recommends that the Workmen's Compensation Acts of the several states bring within coverage all hazardous occupations in which one or more persons are employed.
4. This Committee recommends that the Workmen's Compensation Acts of the several states bring within coverage *all* occupations in which one or more persons are employed except farm labor and domestic service.  
     (The Committee rejected by vote 4 to 3 a motion recommending "full coverage of all employments including farm labor and domestic service.")
5. This Committee recommends that the Workmen's Compensation Acts of the several states provide full medical service, either by statute provision or procedural permission.
6. This Committee recommends and advises that the Workmen's Compensation Boards or Commissions of the several states be equipped with salaried staff physicians for assistance and counsel in the adjudication of compensation claims.



7. This Committee recommends that the Industrial Boards or Commissions of the several states be empowered to fix, regulate, and control attorney's or representative's fees in workmen's compensation proceedings in all cases.
8. This Committee recommends the adoption of compensation provisions requiring insurance carriers or self-insurers to pay a substantial amount in all compensable non-dependent death cases and that the fund so accumulated be devoted to rehabilitation work; or second injury payments; or the administrative expenses of the several state departments, which have the administration of workmen's compensation laws.
9. This Committee recommends that the schedule loss tables of the Federal Longshoremen's and Harbor Workers' Compensation Act be construed as the standard measurement for permanent partial disabilities, and that deductions from such schedule awards for temporary total disability be limited to the healing periods provided in the same Act.
10. This Committee recommends that installments on permanent partial disability awards accruing after death shall not be considered vested rights of the dependent in addition to death benefits.
11. This Committee recommends and favors the general principle that the compensation rights of widows and dependents shall be independent of the rights of the injured workman.
12. This Committee recommends that the several states adopt the uniform compensation rate at a maximum of not less than Twenty Dollars (\$20.00), and a minimum of not less than Ten Dollars (\$10.00).
13. This Committee recommends and favors the general principle of charging against industry the full and necessary administrative expenses of the boards and commissions charged with the responsibility of enforcing the provisions of the compensation statutes.
14. This Committee recommends that the industrial boards or compensation commissions of the several states be given sole jurisdiction as to questions of fact and that appeals be permitted only to appellate courts on question of law.

A tentative suggestion was made that the executives of the several states call a conference with representatives from labor and industry for discussion of the foregoing recommendations.

In presenting this report of the sub-committee on workmen's compensation it should be understood that the recommendations recited represent the consensus of the Committee membership but in several of the recommendations the vote was divided.

The members of this Committee were:

William H. Horner, Director, Workmen's Compensation Bureau, Pennsylvania. (Chairman)

Verne A. Zimmer, Director, Bureau of Workmen's Compensation, New York. (Secretary)

Dr. Walter O. Stacks, Chairman, Industrial Committee, Delaware.

Robert H. Carr, Chairman, State Industrial Accident Commission, Maryland.

William A. Brown, Maryland.

Joseph A. Parkes, Member, Industrial Accident Board, Massachusetts.

Charles R. Blunt, Commissioner of Labor, New Jersey.

Frances Perkins, Industrial Commissioner, New York.

Daniel McLaughlin, Commissioner of Labor, Rhode Island.

Charles F. Sharkey, Attorney, U. S. Department of Labor.

Lee Ott, State Compensation Commissioner, West Virginia.

## RECOMMENDATIONS OF THE SECTION ON EMPLOYMENT OFFICES

The section on employment offices of the Eastern Interstate Conference on Labor Legislation has considered legislation governing public and private employment offices and the administration of such legislation.

### PUBLIC EMPLOYMENT SERVICES

On the subject of public employment offices the section recommends:

That state legislation governing public employment offices be confined to a general provision making the establishment and operation of a state system of public employment offices a mandatory function of the Department of Labor, or the corresponding or other appropriate Executive Department of the State Government.

#### Administration

I—That the function of a public employment service be defined by the administrative authority as follows:

- (a) To assist employers to secure suitable employes and persons seeking work to secure suitable employment.
- (b) To assist in establishing and maintaining a balance between the demand for and the supply of labor in the state.
- (c) To serve as an authoritative source of information on employment in the state and to this end that each local office study and report periodically as to the causes and extent of unemployment in its area.

- (d) To assist and cooperate, as a means of improving the service of its own offices, with such organizations as exist or may be created for the purpose of developing vocational guidance, job specifications or other related functions.

II—That annual state appropriations for public employment offices be based on the population of the state, and that the minimum appropriation be five cents per capita of population.

III—That it be the function of the U. S. Employment Service to coordinate and promote the various state services but that it refrain from the independent operation of any direct placement offices in the states which maintain employment services except offices established for ex-service men and agricultural districts.

IV—That the governor of each state represented in this Conference appoint at least two representatives to serve on a regional committee on public employment offices to make further study and recommendations in respect to the following:

- (a) Requirements for the various positions in the State Employment Services together with salary schedules.
- (b) Interstate clearance.
- (c) Other problems of administration and employment office procedure, omitting statistical terms and procedure, to await the report on Public Employment Office statistics to be issued by the Committee on Governmental Labor Statistics of the American Statistical Association.

V—That the states represented in this conference approve the establishment in their respective states of a demonstration public employment office, financed in part or as a whole out of private funds, as a means of improving the present functioning of the public employment offices of the state.

## PRIVATE EMPLOYMENT AGENCIES

In respect to legislation governing private fee charging employment agencies the Section recommends:

- (a) That the licensing, bonding and regulation of private fee-charging employment agencies be a function of the state rather than of local governments and that the Department of Labor or other corresponding or appropriate executive department of the state be responsible for the administration of this function.
- (b) That legislation be enacted in each state providing that the operation of fee-charging private employment agencies involves such a definite public interest as to justify public regulation of all their acts.

- (c) That the license fee and bond be adequate to prevent exploitation of applicants for employment.
- (d) That the governor of each state represented in this Conference appoint a special committee to draft a law providing for the state licensing and other regulation of private fee-charging employment agencies.

### RECONVENING OF THE CONFERENCE

That this conference be reconvened at a time to be determined by this meeting to consider uniform legislation and administration in respect to the collection of wage claims and the other topics relating to labor laws proposed for discussion by the conference of governors held in Albany, N. Y., January 23 and 24, 1931, which were not considered at this session of the present Conference.

---

The members of the Committee were:

Mary LaDame, Executive Secretary, State Advisory Council on Employment Problems, New York. (Chairman)

Joseph Tone, Commissioner of Labor, Connecticut.

Oliver C. Short, State Employment Commissioner, Maryland.

E. S. Smith, Member, Unemployment Commission, Massachusetts.

Russell J. Eldridge, Director of Employment Bureau, New Jersey.

John B. Gilbert, Chief, Labor Statistics, Ohio.

S. S. Riddle, Director, Employment Bureau, Pennsylvania.

Katharine Lindsay, Governor's Office, Pennsylvania.

## RECOMMENDATIONS OF THE SECTION ON WOMEN—SECTION ON CHILDREN

### LABOR LAWS FOR WOMEN

The development of legislation which would set minimum standards for the employment of women in industry has progressed in varying degrees in the individual states participating in this conference. Fundamentally, however, in so far as the purpose and object of such legislation is concerned, all are in agreement.

It is our common belief that the hazards to present and future citizenship which is the result of a situation in which women are permitted to work under conditions that make sub-standard living inevitable should be eliminated. We look upon such a program as a measure of self-protection on the part of the state which can assure its own well-being only by means of securing to its working population at least such a modicum of leisure, of income, of security



against industrial accident and disease hazards as will create for them a situation in which the exercise of good citizenship is possible. We recognize that the standards which we recommend are minimum standards which in many instances will be far exceeded by the practices established by far-sighted leaders in industry as a measure of enlightened self-interest. In some instances they do not even represent the level reached by the statute law in one or another state, but because of the experience of all our departments of labor, this committee recognizes the existence of a group which cannot be counted on to take such enlightened action, and perceives the necessity for legal enactments which will set the following minima below which the employment conditions of women shall not be permitted to fall. This committee realizes also that the situations surrounding the individual items here represented vary greatly and that consequently the handling of the specific subjects on which recommendations are made must also be varied to fit local problems and needs.

### **I—Hours of Work**

- a. Daily—8.
- b. Weekly—48.
- c. Six-day week.
- d. Lunch period—30 minutes.
- e. Not more than six continuous hours' work without a rest or lunch period of 30 minutes.

### **II—Night Work**

The elimination of work between 10 P. M. and 6 A. M. in manufacturing and mechanical industries, mercantile establishments, hotels and restaurants

### **III—Prohibited Occupations**

This committee recommends that prohibition of occupation should not be made on the basis of sex except where scientific research has proved an occupation more hazardous to women than to men.

### **IV—Seats**

This committee recommends that suitable and adequate seats be provided for employed women.

### **V—Wages**

This committee favors the principle of minimum wage legislation and believes that much can be accomplished by experimentation with the recommendatory type of law until such time as mandatory wage legislation may be declared constitutional.

### **VI—Home Work**

This committee believes that the standards applying to work carried on in the factory should apply also to industrial work done in the homes.



## LABOR LAWS FOR MINORS

The unemployment crisis in which we find ourselves at present, added to the fundamental fact that the ever increasing mechanization of industry makes less and less necessary the use of children in order to get out needed production, makes this an especially appropriate moment in which to urge on all states higher standards for the preparation of our young people for good citizenship and for wage earning which will of themselves exclude these children from industry for a longer period. This committee desires the consideration of its child labor recommendations in these terms:

### I—Minimum Age of Employment

At any occupation:

Sixteen years during school hours,

Fourteen years outside of school hours.

Compulsory school attendance standards to be amended to meet these requirements.

### II—Employment Certificates

For all minors under 18 years of age, including proof of age, promise of employment, designation of occupation and hours of work and physical examination by an authorized physician.

Proof of age cards for minors 18-21.

### III—Hours of Work

#### A. Minors, 14-16.

Daily—8.

Weekly—48.

(Continuation schools' hours to be included in total hours.)

Six-day week.

Lunch period—30 minutes.

Night work—to be prohibited between 6 P. M. and 7 A. M.

#### B. Minors, 16-18.

Daily—8.

Weekly—48.

Six-day week.

Lunch period—30 minutes.

Night work to be prohibited

(1) For girls between 7 P. M. and 6 A. M.

(2) For boys between 10 P. M. and 6 A. M.

### IV—Prohibited Occupations

This committee recognizes that hazardous occupations for minors require special study and consideration, and in view of the study of hazardous occupations now planned by a national committee of the Children's Bureau, urges that a continuing committee of this group meet for the purpose of considering the findings of that study.

**V—Wages**

Mandatory minimum wage legislation for minors under 18 years of age.

**VI—Street Trades**

The minimum age of employment and the regulation of hours applying to other occupations to apply equally to street trades. This committee believes that as a means of enforcement, employment certificates should be required and provisions for identification made by means of a badge, and the distributor held responsible for distributing newspapers only to children having the required badges.

**VII—Industrialized Agriculture**

The minimum age of employment and the regulation as to hours of work applying to other occupations should apply equally to children employed in industrialized agriculture.

**VIII—Compensation**

This committee believes that children injured while illegally employed should receive additional compensation and that the additional amount should be a liability of the employer.

**IX—Home Work**

The standards applying to other occupations to apply equally to industrial work done in the home.

**X—Continuation Schools**

This committee believes that the transition from the school life to industrial employment should not be abruptly made. Much that would be valuable in the later working life of young employed minors could be gained if a closer integration between their early industrial experience and available background and training might be made. The continuation schools offer an obvious means of securing such coordination. This committee recommends that in cooperation with a group of interested educators, further consideration be given the possibilities and problems involved in the development of such a program.

## ADMINISTRATION OF LABOR LAWS FOR WOMEN AND MINORS

**I—Education**

This committee believes that a fundamental responsibility of the Departments of Labor and Industry is the carrying on of a continuous and consistent educational campaign:

- a.—to secure the enactment of needed legislation;
- b.—to make possible the most effective enforcement of existing legislation.

Realizing that this educational work must depend upon a knowledge of the changing problems arising in industry which can be assured only

through definite provision for scientific investigation and study, this committee recommends the establishment of Bureaus of Women and Children within the state departments of Labor to carry on such industrial research.

## II—Enforcement

This committee recognizes, secondly, that the value of the standards it is recommending is directly dependent upon the adequacy of the enforcement machinery and technique developed in each of our departments. Enforcement is a field too extensive and too technical in many of its details to have permitted this committee to give it adequate consideration within the time allotted for its discussions. It does, however, wish to recommend the following general standards and especially to urge that they be given detailed consideration as soon as that can be done:

1. This committee recommends that each state set up and enforce minimum standards of experience and training for its inspectorial force in order that this important function may be effectively carried on.
2. The work of enforcing the Women's and Child Labor Laws as a specialized and technical matter which, wherever possible should be the task of a specialized group of inspectors within the department.
3. This committee holds also that the well being of women and child workers as well as that of the working community as a whole will be furthered by the addition of a group of technical inspectors especially equipped to handle the various special problems which confront this service.
4. The number of inspectors in each department should be sufficient to provide for at least two adequate inspections per year of each establishment coming under the jurisdiction of the Department.
5. Cost

This committee is fully aware that the realization of its recommendations concerning the administration of labor laws for women and children will require the expenditure of greater funds than have heretofore been available, but it believes that the educational program already recommended must be so carried on as to convince the public of the benefits that will accrue to the communities from such expenditure.

Several other questions were raised upon which the committee was not ready to recommend any action. Two of these questions, however, are regarded as especially meriting further study:

1. It is recommended that the Federal Woman's Bureau be asked to study and make recommendations concerning the employment of women before and after child birth.

2. That the question of special provisions regulating the employment of retarded children be made the subject of special study.

The members of this Committee were:

Freida Miller, Director, Division of Women in Industry, New York.  
(Chairman)

Beatrice McConnell, Director, Bureau of Women and Children, Pennsylvania. (Secretary)

C. A. Hagner, Child Labor Inspector, Delaware.

Marguerite Postles, Secretary, Labor Commission of Delaware, Delaware.

Dr. J. Knox Insley, Commissioner of Labor and Statistics, Maryland.

Ethel Johnson, Assistant Commissioner of Labor, Massachusetts.

Agnes L. Peterson, Assistant Director, Women's Bureau, U. S. Department of Labor.

Clara Beyer, Children's Bureau, U. S. Department of Labor.

Howard S. Jarrett, State Commissioner of Labor, West Virginia.

## RECOMMENDATIONS OF THE SECTION ON INDUSTRIAL HEALTH

### Ventilation, Temperature, Humidity, Lighting, Air Space

This Committee recommends adequate standards for ventilation, temperature, humidity, lighting, and air space.

This Committee does not recommend that specific minimums be adopted in the law on these points but that power be lodged in the administrative authorities of each state to establish specific standards. For the determination of these specific standards the highest standards now found in existing labor laws should be considered, and consultation with the United States Public Health Service, the American Public Health Association, the American Standards Association, the National Safety Council, and other similar organizations is suggested.

### Drinking Water

This Committee recommends that the law provide that drinking water not inferior to the community water supply be furnished; that the water be provided through adequately protected angle-jet drinking fountains or through individual drinking cups, and that reasonable access to drinking water be permitted employees at all times.

### Toilet Facilities

This Committee recommends convenient and adequate toilet facilities for each sex. Where states have no definite requirements, we recommend that power be lodged in the administrative authorities of each state to



establish specific standards. For the determination of these specific standards, the highest standards now found in existing labor laws should be considered, and consultation with the United States Public Health Service, the American Public Health Association, the American Standards Association, the National Safety Council, and other similar organizations is suggested.

#### **Wash and Dressing Rooms**

This Committee recommends that adequate wash and dressing rooms be required for each sex and that power be lodged in the administrative authorities of each state to establish specific standards. For determination of these specific standards, the highest standards now found in existing labor laws should be considered, and consultation with the United States Public Health Service, the American Public Health Association, the American Standards Association, the National Safety Council, and other similar organizations is suggested.

#### **Lunch Rooms**

This Committee recommends that eating places other than work rooms be furnished and required to be used for that purpose. Where employees are engaged in processes, or exposed to materials harmful to health, lunch rooms shall be required.

#### **Seating Facilities**

This Committee recommends suitable seats proportionate to the number of employees be provided.

#### **Cleaning and Physical Upkeep of Places of Employment**

This Committee recommends that workrooms shall be maintained in a safe and sanitary condition with due consideration for the health and safety of the employees.

Equipment shall be placed so as to permit freedom of action on the part of the worker. Aisle spaces shall be adequate and unobstructed; material shall be piled in an orderly manner; waste material shall be properly stored; and exits shall be adequate and unobstructed.

#### **First Aid**

Competent personnel and adequate equipment for administering first aid shall be provided in all work places.

#### **General Health Consideration**

This Committee recommends that all rooms, buildings, and places where labor is employed shall be so constructed, equipped, and arranged, operated and conducted, in all respects, as to provide reasonable and adequate protection for the life, health, and safety of all persons employed therein.



## Occupational Diseases

Reports of all occupational diseases shall be rendered by all physicians diagnosing and (or) treating such cases, and by all employers having knowledge of cases of such diseases among their employees.

Protective devices and measures necessary for the prevention of any or all occupational diseases shall be required.

The members of this Committee were:

Dr. E. B. Patton, Director, Bureau of Statistics and Information, New York (Chairman)

Elizabeth B. Bricker, M. D., Chief, Hygiene and Sanitation Section, Pennsylvania. (Secretary)

A. S. Gray, M. D., Director, Bureau of Occupational Diseases, Connecticut.

John Roach, Deputy Commissioner, Chief, Bureau of Hygiene and Sanitation, New Jersey.

Agnes L. Peterson, Assistant Director, Women's Bureau, U. S. Department of Labor.

Charles F. Sharkey, Attorney, U. S. Department of Labor.

Harold W. Stevens, M. D., Massachusetts.

Dr. Tomoyaski IshiKawa, Massachusetts (Japan).

Dr. Rasmeritz, Massachusetts.

Dr. Frank Swoboda, New York City (Prague).

## RECOMMENDATIONS OF THE SECTION ON STATISTICS

I—This Committee urges that in any state the functions of the Bureau of Labor Statistics, as such, be recognized as of equal importance with those of any other bureau of the department. The need for adequate appropriation for a bureau of labor statistics is fundamental.

II—This Committee recognizes the desirability of having the collection of labor statistics in the various states on a uniform basis and urges the United States Bureau of Labor Statistics to draft a model form of law for the direction and guidance of the state bureaus.

III—This Committee asks the United States Bureau of Labor Statistics to make a survey in detail of the work now being done and studies being made by each of the state bureaus of labor statistics, ascertaining the scope of such studies, and the total personnel and appropriation of each bureau.

IV—Due to time limitations, this Committee did not attempt to formulate an outline of minimum requirements for a state bureau of labor statistics. However, it wishes to call attention to the following resolution passed by the

Association of Governmental Officials in Industry of the United States and Canada at its annual meeting held recently in Boston, which resolution this Section endorses:

“Whereas comprehensive and reliable information with reference to the trends of employment and the earnings of wage earners is essential in order that any measures adopted for the relief of the unemployed, or any plan for the issuance of unemployment insurance, or the setting up of unemployment reserve funds may be based on a full knowledge of conditions and sound judgment, be it resolved that the Association of Governmental Officials in Industry of the United States and Canada urge all state bureaus of labor and like agencies which are not already engaged in the collection of payroll data from representative manufacturing establishments to undertake such collection periodically and systematically following the so-called standard plan adopted by the U. S. Bureau of Labor Statistics and by a number of leading industrial states. That the scope of such collection of payroll data be extended to include the building industry, wholesale and retail trade, public utilities, agriculture, office employment, employment in hotels and restaurants, and all other important fields of employment. That wherever possible or expedient the results be presented classified by sex and earnings of employees. That efforts be made also to secure and publish periodically data with reference to employment by governmental agencies—state, county and municipal—and employment on public works, whether constructed directly by governmental agencies or under contract, in order to determine the extent to which such public works contribute to an increase in the amount of available employment.”

Supplementary to this resolution, this Committee makes the following recommendations:

- (a) That accident and compensation statistics be compiled on the basis of man-hour exposure and that separate presentations of accident statistics by sex and minor classifications be made wherever practicable.
- (b) That statistics of entrance wage rates of common labor by industries be compiled.
- (c) That statistics of piece rates for standard units by industries be compiled.
- (d) That ample surveys of unemployment in important industrial areas be made in accordance with a plan to be recommended by the United States Bureau of Labor Statistics.
- (e) These in addition to the obvious duties of the state bureaus to compile statistics of wages and hours of labor by industry and occupations, classified by sex and range of wage rates. Special subjects of investi-

gation must remain within the discretion of the various state bureaus and be guided and controlled by the industrial conditions in each state.

The members of this Committee were:

Ethelbert Stewart, Commissioner of Labor Statistics, U. S. Department of Labor. (Chairman)

William J. Maguire, Director, Bureau of Labor Statistics, Pennsylvania. (Secretary)

S. W. Tator, Connecticut.

Miss A. Louise Murphy, Statistician, Maryland.

James A. T. Gribbin, Chief, Bureau of Statistics, New Jersey.

John B. Gilbert, Chief, Labor Statistics, Ohio.

E. F. Carter, North Carolina.

# A SNAPSHOT OF WAGES AND EARNINGS IN THE BITUMINOUS COAL MINING INDUSTRY IN THE ALLEGHENY DISTRICT JUST BEFORE THE STRIKE

PREPARED BY  
*The Bureau of Statistics*

WILLIAM J. MAGUIRE, *Director*

The wage and earnings figures in this report are the result of a hurried survey of existing wage rates and earnings of workers employed in a selected group of bituminous coal mining operations in the Allegheny District. The report covers wage rates and earnings for a group of 49 mines in the Allegheny area, including a representative sample for operations located in Allegheny, Greene, and Washington Counties and for a few mines in Armstrong and Westmoreland Counties.

The selection of the mines to be covered by the survey was made under the guidance of Honorable Walter H. Glasgow, Secretary of Mines, and an attempt was made to include an equal representation of mines affected by strike conditions with reports for mines that up to the date of survey (June 11th and 12th) had not been directly affected by the strike. The resulting records cover reports for 22 mines that reported no employees on strike and for 27 mines that were directly affected by strike conditions.

The earnings tables are based on payrolls for the last half of May, 1931, and are typical of the earnings of bituminous coal mine workers for that period. In each case, median wage rates and earnings have been calculated, indicating roughly that half of the men represented in the various tables earned less than the group average.

## TABLE I

Table I shows average daily wage rates, working time, and actual earnings during the last half of May, and the possible full-time earnings for that period, for a group of 15,688 workers engaged in fifteen representative bituminous coal mining occupations. For the purpose of comparison, it was necessary to convert the piece wage rates for the first three occupations of the table, namely, pick mining, machine loading, and cutting and scraping, in which wages are on a tonnage basis, to a day rate calculated from earnings during the last payroll period.

The average wage rate per day for all occupations was shown to be \$3.98, ranging from \$3.71 a day for outside labor to \$7.56 for cutters and scrapers. Workers in these occupations averaged 9.2 days of work during the last half of May out of a possible 12 working days in that payroll period. In other words, they worked 77 per cent of full-time during the last half of May.

**TABLE I**  
**AVERAGE WAGES, STARTS, AND EARNINGS FOR SPECIFIED BITUMINOUS COAL MINING OCCUPATIONS,**  
**HALF MONTH ENDING MAY 31, 1931**

OCCUPATION	Number of		Average Wage Per Day	Average Number of Starts in Last Half Month	Possible Working Days in Last Half Month	Possible Full Time Earnings in Last Half Month	Average Earnings		
	Mines	Employees					In Last Half Month	Per Starts in Last Half Month	Per Possible Working Day in Last Half Month
Pick mining.....	19	977	\$3.87	8.8	12	\$46.44	\$34.89	\$3.96	\$2.91
Machine loading.....	42	10,319	3.80	8.6	12	45.60	36.40	4.23	3.03
Cutting and scraping.....	44	949	7.56	8.7	12	90.72	68.08	7.82	5.67
<b>Inside—Day men:</b>									
Motormen.....	49	611	5.11	9.6	12	61.32	50.25	5.23	4.19
Skilled wiremen.....	46	90	4.95	9.8	12	59.40	43.75	4.46	3.65
Wiremen's helpers.....	19	33	4.48	10.5	12	53.76	40.91	3.90	3.41
Tracklayers.....	46	403	5.02	8.9	12	60.24	44.29	4.98	3.69
Tracklayers' helpers.....	29	235	4.49	9.4	12	53.88	38.45	4.05	3.20
Drivers.....	24	323	4.78	8.0	12	57.36	42.22	5.28	3.52
Timbermen.....	35	169	5.30	8.0	12	63.60	42.39	5.30	3.53
Laborers.....	40	645	4.51	9.3	12	54.12	35.91	3.86	2.99
<b>Outside—Day men:</b>									
Blacksmiths.....	47	86	5.24	9.6	12	62.88	47.50	4.95	3.96
Carpenters and car repairmen.....	45	145	4.64	10.1	12	55.68	43.26	4.28	3.61
Laborers.....	48	703	3.71	8.7	12	30.92	29.92	3.41	2.49
<b>TOTAL.....</b>	<b>49</b>	<b>15,688</b>	<b>\$3.98</b>	<b>9.2</b>	<b>12</b>	<b>\$47.76</b>	<b>\$37.59</b>	<b>\$4.09</b>	<b>\$3.13</b>



The earnings of workers in these fifteen occupations for the last half of May averaged \$37.59 for the half-month period, or \$17.09 a week. Average earnings of workers for this period were 78.7 per cent of possible full-time earnings. Earnings of all employes averaged \$4.09 a day for each day actually worked. The average earnings per day calculated on the basis of the possible number of working days in the period amounted to \$3.13 a day.

Machine loaders who comprise 66 per cent of all workers represented in the table earned \$4.23 per day during 8.8 days of the last half-monthly payroll, or approximately \$16.55 a week.

TABLE II

NUMBER AND PER CENT OF EMPLOYES IN ALL OCCUPATIONS WHOSE EARNINGS IN HALF MONTH WERE WITHIN EACH CLASSIFIED AMOUNT

Earnings for Semi-Monthly Payroll Ending May 31, 1931	Payroll for Half Month Ending May 31, 1931			Payroll for Typical Half Month in 1929		
	Employees, Number	Per Cent		Employees, Number	Per Cent	
		Actual	Cumulative		Actual	Cumulative
Under \$5.00 .....	...	.....	.....	(No comparative data)		
\$5.00 to \$9.99 .....	30	0.1	0.1			
\$10.00 to \$14.99 .....	243	1.6	1.7			
\$15.00 to \$19.99 .....	1,096	7.0	8.7			
\$20.00 to \$24.99 .....	1,410	9.0	17.7			
\$25.00 to \$29.99 .....	2,108	13.4	31.1			
\$30.00 to \$34.99 .....	1,475	9.4	40.5			
\$35.00 to \$39.99 .....	2,858	18.2	58.7			
\$40.00 to \$44.99 .....	2,255	14.4	73.1			
\$45.00 to \$49.99 .....	946	1.0	79.1			
\$50.00 to \$54.99 .....	1,466	9.4	88.5			
\$55.00 to \$59.99 .....	601	3.8	92.3			
\$60.00 to \$64.99 .....	464	3.0	95.3			
\$65.00 to \$69.99 .....	180	1.1	96.4			
\$70.00 to \$74.99 .....	107	0.7	97.1			
\$75.00 to \$79.99 .....	161	1.0	98.1			
\$80.00 to \$84.99 .....	12	0.1	98.2			
\$85.00 to \$89.99 .....	117	0.7	98.9			
\$90.00 to \$94.99 .....	57	0.4	99.3			
\$95.00 to \$99.99 .....	...	.....	.....			
\$100.00 and over .....	102	0.7	100.0			
Total .....	15,688	100.0	.....			
Average earnings, half month .....	\$37.59	.....	.....			

TABLE II

Table II shows average earnings during the last half of May for the 15,688 workers covered, classified by dollar groups. Earnings for all occupations averaged \$37.59 for the two-week period, or \$17.09 a week. Seventeen and seven-tenths per cent of the workers earned less than \$11.36 a week. Fifty-eight and seven-tenths per cent of the workers earned under \$18.18 per week. Only 11.5 per cent of the workers earned in excess of \$25.00 a week during this payroll period.

TABLE II (a-j)

These tables show average earnings for specified occupations for the last half of May, classified by dollar groups. Wherever possible, comparisons are made with data published by the United States Bureau of Labor Statistics for bituminous mines in Pennsylvania showing earnings for identical occupations during a typical half-month in 1929. For those occupations for which comparative data is available, the following differences in earnings for 1929 as compared with 1931 are shown:

OCCUPATION	AVERAGE EARNINGS		
	Last Half of May, 1931	Typical Half Month in 1929	Per Cent De- crease in 1931
Pick mining.....	\$34.89	\$52.91	—34.1
Cutting and scraping.....	68.08	87.67	—22.3
Motormen.....	\$50.25	\$65.79	—23.6
Tracklayers.....	44.29	62.92	—29.6
Drivers.....	42.22	57.89	—27.1
Timbermen.....	42.39	64.66	—34.4
Laborers—inside.....	35.91	51.56	—30.4
Carpenters and car repairmen.....	\$43.26	\$59.10	—26.8
Laborers—outside.....	29.92	46.95	—36.3

Attention is called to the fact that these average earnings for the last half of May, 1931, cover a payroll period immediately preceding the outbreak of strike conditions in the Allegheny area and, therefore, should be accepted as representing earnings during a period when earnings were not affected by lost time due to strike conditions.

TABLE II (a)

NUMBER AND PER CENT OF EMPLOYES IN PICK MINING WHOSE EARNINGS  
IN HALF MONTH WERE WITHIN EACH CLASSIFIED AMOUNT

Earnings for Semi-Monthly Payroll Ending May 31, 1931	Payroll for Half Month Ending May 31, 1931			Payroll for Typical Half Month in 1929*		
	Employees, Number	Per Cent		Employees, Number	Per Cent	
		Actual	Cumulative		Actual	Cumulative
Under \$5.00.....	..	...	...	90	1.0	1.0
\$5.00 to \$9.99.....	25	2.5	2.5	172	1.9	2.9
\$10.00 to \$14.99.....	...	...	...	204	2.2	5.1
\$15.00 to \$19.99.....	116	11.9	14.4	261	2.8	7.9
\$20.00 to \$24.99.....	...	...	...	295	3.2	11.1
\$25.00 to \$29.99.....	176	18.0	32.4	446	4.8	15.9
\$30.00 to \$34.99.....	176	18.0	50.4	507	5.7	21.6
\$35.00 to \$39.99.....	17	1.8	52.2	627	6.9	28.5
\$40.00 to \$44.99.....	...	...	...	690	7.6	36.1
\$45.00 to \$49.99.....	168	17.1	69.3	808	8.9	45.0
\$50.00 to \$54.99.....	121	12.4	81.7	801	8.8	53.8
\$55.00 to \$59.99.....	...	...	...	823	9.1	62.9
\$60.00 to \$64.99.....	148	15.2	96.9	778	8.6	71.5
\$65.00 to \$69.99.....	...	...	...	647	7.1	78.6
\$70.00 to \$74.99.....	...	...	...	493	5.4	84.0
\$75.00 to \$79.99.....	30	3.1	100.0	415	4.5	88.5
\$80.00 to \$84.99.....	...	...	...	} 562	6.1	94.6
\$85.00 to \$89.99.....	...	...	...			
\$90.00 to \$94.99.....	...	...	...	} 315	3.4	98.0
\$95.00 to \$99.99.....	...	...	...			
\$100.00 and over.....	...	...	...	189	2.0	100.0
Total.....	977	100.0	....	9,123	100.0	....
Average earnings, half month.....	\$34.89	....	....	\$52.91	....	....

\*Reported in U. S. Bureau of Labor Statistics Bulletin No. 516.

TABLE II (b)

NUMBER AND PER CENT OF EMPLOYES IN MACHINE LOADING WHOSE EARNINGS  
IN HALF MONTH WERE WITHIN EACH CLASSIFIED AMOUNT

Earnings for Semi-Monthly Payroll Ending May 31, 1931	Payroll for Half Month Ending May 31, 1931			Payroll for Typical Half Month in 1929		
	Employees, Number	Per Cent		Employees, Number	Per Cent	
		Actual	Cumulative		Actual	Cumulative
Under \$5.00.....	...	...	....	(No comparative data)		
\$5.00 to \$9.99.....	...	...	....			
\$10.00 to \$14.99.....	173	1.6	1.6			
\$15.00 to \$19.99.....	833	8.1	9.7			
\$20.00 to \$24.99.....	1,086	10.5	20.2			
\$25.00 to \$29.99.....	1,557	15.1	35.3			
\$30.00 to \$34.99.....	844	8.2	43.5			
\$35.00 to \$39.99.....	2,375	23.0	66.5			
\$40.00 to \$44.99.....	1,615	15.7	82.3			
\$45.00 to \$49.99.....	445	4.3	86.5			
\$50.00 to \$54.99.....	902	8.7	95.2			
\$55.00 to \$59.99.....	319	3.1	98.3			
\$60.00 to \$64.99.....	170	1.7	100.0			
\$65.00 to \$69.99.....	...	...	....			
\$70.00 to \$74.99.....	...	...	....			
\$75.00 to \$79.99.....	...	...	....			
\$80.00 to \$84.99.....	...	...	....			
\$85.00 to \$89.99.....	...	...	....			
\$90.00 to \$94.99.....	...	...	....			
\$95.00 to \$99.99.....	...	...	....			
\$100.00 and over.....	...	...	....			
Total.....	10,319	100.0	....			
Average earnings, half month.....	\$36.40	....	....			

**TABLE II (c)**  
**NUMBER AND PER CENT OF EMPLOYEES IN CUTTING AND SCRAPING WHOSE**  
**EARNINGS IN HALF MONTH WERE WITHIN EACH CLASSIFIED AMOUNT**

Earnings for Semi-Monthly Payroll Ending May 31, 1931	Payroll for Half Month Ending May 31, 1931			Payroll for Typical Half Month in 1929*		
	Employees, Number	Per Cent		Employees, Number	Per Cent	
		Actual	Cumulative		Actual	Cumulative
Under \$5.00.....	...	....	....	1	0.0 <sup>1</sup>	0.0 <sup>1</sup>
\$5.00 to \$9.99.....	...	....	....	11	0.7	0.7
\$10.00 to \$14.99.....	8	0.8	0.8	18	1.2	1.9
\$15.00 to \$19.99.....	30	3.2	4.0	22	1.4	3.3
\$20.00 to \$24.99.....	20	2.1	6.1	15	0.9	4.2
\$25.00 to \$29.99.....	48	5.0	11.1	23	1.5	5.7
\$30.00 to \$34.99.....	40	4.2	15.3	28	1.8	7.5
\$35.00 to \$39.99.....	26	2.8	18.1	23	1.4	8.9
\$40.00 to \$44.99.....	18	1.9	20.0	39	2.5	11.4
\$45.00 to \$49.99.....	67	7.0	27.0	52	3.3	14.7
\$50.00 to \$54.99.....	144	15.2	42.2	44	2.9	17.6
\$55.00 to \$59.99.....	34	3.6	45.8	60	3.8	21.4
\$60.00 to \$64.99.....	8	0.8	46.6	93	5.9	27.3
\$65.00 to \$69.99.....	52	5.5	52.1	79	5.0	32.3
\$70.00 to \$74.99.....	82	8.7	60.8	103	6.6	38.9
\$75.00 to \$79.99.....	102	10.7	71.5	106	6.8	45.7
\$80.00 to \$84.99.....	...	....	....	179	11.4	57.1
\$85.00 to \$89.99.....	116	12.2	83.7			
\$90.00 to \$94.99.....	54	5.8	89.5			
\$95.00 to \$99.99.....	...	....	....	162	10.3	67.4
\$100.00 and over.....	100	10.5	100.0	510	32.6	100.0
Total.....	949	100.0	....	1,568	100.0	....
Average earnings, half month.....	\$68.08	....	....	\$87.67	....	....

\*Reported in the U. S. Bureau of Labor Statistics Bulletin No. 516.

<sup>1</sup>Less than one-tenth of one per cent.

**TABLE II (d)**  
**NUMBER AND PER CENT OF MOTORMEN WHOSE EARNINGS IN HALF MONTH**  
**WERE WITHIN EACH CLASSIFIED AMOUNT**

Earnings for Semi-Monthly Payroll Ending May 31, 1931	Payroll for Half Month Ending May 31, 1931			Payroll for Typical Half Month in 1929*		
	Employees, Number	Per Cent		Employees, Number	Per Cent	
		Actual	Cumulative		Actual	Cumulative
Under \$5.00.....	...	....	....	1	0.0 <sup>1</sup>	0.0 <sup>1</sup>
\$5.00 to \$9.99.....	...	....	....	3	0.3	0.3
\$10.00 to \$14.99.....	8	1.3	1.3	5	0.5	0.8
\$15.00 to \$19.99.....	26	4.2	5.5	4	0.4	1.2
\$20.00 to \$24.99.....	16	2.6	8.1	12	1.1	2.3
\$25.00 to \$29.99.....	16	2.6	10.7	15	1.3	3.6
\$30.00 to \$34.99.....	57	9.3	20.0	26	2.4	6.0
\$35.00 to \$39.99.....	57	9.3	29.3	25	2.4	8.4
\$40.00 to \$44.99.....	104	17.1	46.4	67	6.1	14.5
\$45.00 to \$49.99.....	15	2.5	48.9	57	5.3	19.8
\$50.00 to \$54.99.....	119	19.5	68.4	82	7.6	27.4
\$55.00 to \$59.99.....	102	16.7	85.1	85	7.8	35.2
\$60.00 to \$64.99.....	54	8.8	93.9	118	10.9	46.1
\$65.00 to \$69.99.....	3	0.5	94.4	113	10.5	56.6
\$70.00 to \$74.99.....	12	1.9	96.3	118	10.8	67.4
\$75.00 to \$79.99.....	22	3.7	100.0	121	11.2	78.6
\$80.00 to \$84.99.....	...	....	....	138	12.8	91.4
\$85.00 to \$89.99.....	...	....	....			
\$90.00 to \$94.99.....	...	....	....			
\$95.00 to \$99.99.....	...	....	....	62	5.7	97.1
\$100.00 and over.....	...	....	....	29	2.9	100.0
Total.....	611	100.0	....	1,083	100.0	....
Average earnings, half month.....	\$50.25	....	....	\$65.79	....	....

\*Reported in the U. S. Bureau of Labor Statistics Bulletin No. 516.

<sup>1</sup>Less than one-tenth of one per cent.

TABLE II (e)

**NUMBER AND PER CENT OF TRACKLAYERS WHOSE EARNINGS IN HALF MONTH WERE WITHIN EACH CLASSIFIED AMOUNT**

Earnings for Semi-Monthly Payroll Ending May 31, 1931	Payroll for Half Month Ending May 31, 1931			Payroll for Typical Half Month in 1929*		
	Employees, Number	Per Cent		Employees, Number	Per Cent	
		Actual	Cumulative		Actual	Cumulative
Under \$5.00.....	...	....	....	1	0.1	0.1
\$5.00 to \$9.99.....	...	....	....	3	0.3	0.4
\$10.00 to \$14.99.....	5	1.2	1.2	5	0.6	1.0
\$15.00 to \$19.99.....	7	1.7	2.9	8	0.8	1.8
\$20.00 to \$24.99.....	12	3.0	5.9	9	1.0	2.8
\$25.00 to \$29.99.....	20	5.0	10.9	17	1.9	4.7
\$30.00 to \$34.99.....	40	10.0	20.9	16	1.8	6.5
\$35.00 to \$39.99.....	34	8.4	29.3	20	2.2	8.7
\$40.00 to \$44.99.....	98	24.3	53.6	49	5.5	14.2
\$45.00 to \$49.99.....	76	18.9	72.5	50	5.6	19.8
\$50.00 to \$54.99.....	57	14.2	86.7	69	7.7	27.5
\$55.00 to \$59.99.....	4	0.9	87.6	92	10.2	37.7
\$60.00 to \$64.99.....	8	2.0	89.6	116	12.9	50.6
\$65.00 to \$69.99.....	38	9.5	99.1	116	12.9	63.5
\$70.00 to \$74.99.....	4	0.9	100.0	98	10.9	74.4
\$75.00 to \$79.99.....	...	....	....	96	10.7	85.1
\$80.00 to \$84.99.....	...	....	....	92	10.3	95.4
\$85.00 to \$89.99.....	...	....	....			
\$90.00 to \$94.99.....	...	....	....	27	3.0	98.4
\$95.00 to \$99.99.....	...	....	....	14	1.6	100.0
\$100.00 and over.....	...	....	....			
Total.....	403	100.0	....	898	100.0	....
Average earnings, half month.....	\$44.29	....	....	\$62.92	....	....

\*Reported in the U. S. Bureau of Labor Statistics Bulletin No. 516.

TABLE II (f)

**NUMBER AND PER CENT OF DRIVERS WHOSE EARNINGS IN HALF MONTH WERE WITHIN EACH CLASSIFIED AMOUNT**

Earnings for Semi-Monthly Payroll Ending May 31, 1931	Payroll for Half Month Ending May 31, 1931			Payroll for Typical Half Month in 1929*		
	Employees, Number	Per Cent		Employees, Number	Per Cent	
		Actual	Cumulative		Actual	Cumulative
Under \$5.00.....	...	....	....	2	0.2	0.2
\$5.00 to \$9.99.....	...	....	....	12	1.0	1.2
\$10.00 to \$14.99.....	...	....	....	8	0.7	1.9
\$15.00 to \$19.99.....	9	2.7	2.7	11	1.0	2.9
\$20.00 to \$24.99.....	5	1.6	4.3	22	2.0	4.9
\$25.00 to \$29.99.....	24	7.4	11.7	28	2.5	7.4
\$30.00 to \$34.99.....	65	20.1	31.8	32	2.9	10.3
\$35.00 to \$39.99.....	16	5.0	36.8	56	5.1	15.4
\$40.00 to \$44.99.....	97	30.0	66.8	88	7.9	23.3
\$45.00 to \$49.99.....	27	8.4	75.2	55	5.0	28.3
\$50.00 to \$54.99.....	8	2.5	77.7	110	10.0	38.3
\$55.00 to \$59.99.....	18	5.5	83.2	93	8.4	46.7
\$60.00 to \$64.99.....	...	....	....	162	14.7	61.4
\$65.00 to \$69.99.....	54	16.8	100.0	144	13.1	74.5
\$70.00 to \$74.99.....	...	....	....	115	10.5	85.0
\$75.00 to \$79.99.....	...	....	....	70	6.3	91.3
\$80.00 to \$84.99.....	...	....	....	66	5.7	97.0
\$85.00 to \$89.99.....	...	....	....			
\$90.00 to \$94.99.....	...	....	....	27	2.4	99.4
\$95.00 to \$99.99.....	...	....	....	7	0.6	100.0
\$100.00 and over.....	...	....	....			
Total.....	323	100.0	....	1,108	100.0	....
Average earnings, half month.....	\$42.22	....	....	\$57.89	....	....

\*Reported in the U. S. Bureau of Labor Statistics Bulletin No. 516.



TABLE II (g)

**NUMBER AND PER CENT OF TIMBERMEN WHOSE EARNINGS IN HALF MONTH WERE WITHIN EACH CLASSIFIED AMOUNT**

Earnings for Semi-Monthly Payroll Ending May 31, 1931	Payroll for Half Month Ending May 31, 1931			Payroll for Typical Half Month in 1929*		
	Employees, Number	Per Cent		Employees, Number	Per Cent	
		Actual	Cumulative		Actual	Cumulative
Under \$5.00.....	...	....	....	1	0.1	0.1
\$5.00 to \$9.99.....	...	....	....	3	0.4	0.5
\$10.00 to \$14.99.....	1	0.5	0.5	5	0.7	1.2
\$15.00 to \$19.99.....	3	1.7	2.2	3	0.5	1.7
\$20.00 to \$24.99.....	6	3.6	5.8	7	1.0	2.7
\$25.00 to \$29.99.....	6	3.6	9.4	7	1.0	3.7
\$30.00 to \$34.99.....	16	9.4	18.8	17	2.4	6.1
\$35.00 to \$39.99.....	21	12.4	31.2	12	1.7	7.8
\$40.00 to \$44.99.....	67	39.7	70.9	41	5.9	13.7
\$45.00 to \$49.99.....	7	4.1	75.0	32	4.5	18.2
\$50.00 to \$54.99.....	7	4.1	79.1	54	7.8	26.0
\$55.00 to \$59.99.....	18	10.7	89.8	64	9.1	35.1
\$60.00 to \$64.99.....	6	3.6	93.4	90	12.9	48.0
\$65.00 to \$69.99.....	11	6.6	100.0	77	11.0	59.0
\$70.00 to \$74.99.....	...	....	....	101	14.4	73.4
\$75.00 to \$79.99.....	...	....	....	94	13.4	86.8
\$80.00 to \$84.99.....	...	....	....	58	8.3	95.1
\$85.00 to \$89.99.....	...	....	....			
\$90.00 to \$94.99.....	...	....	....	23	3.3	98.4
\$95.00 to \$99.99.....	...	....	....	11	1.6	100.0
\$100.00 and over.....	...	....	....			
Total.....	169	100.0	....	700	100.0	....
Average earnings, half month.....	\$42.39	....	....	\$64.66	....	....

\*Reported in the U. S. Bureau of Labor Statistics Bulletin No. 516.

TABLE II (h)

**NUMBER AND PER CENT OF LABORERS (INSIDE) WHOSE EARNINGS IN HALF MONTH WERE WITHIN EACH CLASSIFIED AMOUNT**

Earnings for Semi-Monthly Payroll Ending May 31, 1931	Payroll for Half Month Ending May 31, 1931			Payroll for Typical Half Month in 1929*		
	Employees, Number	Per Cent		Employees, Number	Per Cent	
		Actual	Cumulative		Actual	Cumulative
Under \$5.00.....	...	....	....	16	0.8	0.8
\$5.00 to \$9.99.....	...	....	....	21	1.1	1.9
\$10.00 to \$14.99.....	5	0.7	0.7	27	1.5	3.4
\$15.00 to \$19.99.....	3	0.5	1.2	25	1.3	4.7
\$20.00 to \$24.99.....	116	18.0	19.2	54	2.9	7.6
\$25.00 to \$29.99.....	75	11.6	30.8	57	3.1	10.7
\$30.00 to \$34.99.....	107	16.6	47.4	86	4.6	15.3
\$35.00 to \$39.99.....	93	14.4	61.8	122	6.6	21.9
\$40.00 to \$44.99.....	96	14.9	76.7	161	8.6	30.5
\$45.00 to \$49.99.....	38	5.9	82.6	197	10.6	41.1
\$50.00 to \$54.99.....	18	2.8	85.4	303	16.3	57.4
\$55.00 to \$59.99.....	39	6.0	91.4	225	12.0	69.4
\$60.00 to \$64.99.....	55	8.6	100.0	165	8.9	78.3
\$65.00 to \$69.99.....	...	....	....	173	9.3	87.6
\$70.00 to \$74.99.....	...	....	....	84	4.5	92.1
\$75.00 to \$79.99.....	...	....	....	73	3.9	96.0
\$80.00 to \$84.99.....	...	....	....	54	2.9	98.9
\$85.00 to \$89.99.....	...	....	....			
\$90.00 to \$94.99.....	...	....	....	10	0.6	99.5
\$95.00 to \$99.99.....	...	....	....	9	0.5	100.0
\$100.00 and over.....	...	....	....			
Total.....	645	100.0	....	1,862	100.0	....
Average earnings, half month.....	\$35.91	....	....	\$51.56	....	....

\*Reported in the U. S. Bureau of Labor Statistics Bulletin No. 516.

TABLE II (i)

**NUMBER AND PER CENT OF CARPENTERS AND CAR REPAIRMEN WHOSE EARNINGS  
IN HALF MONTH WERE WITHIN EACH CLASSIFIED AMOUNT**

Earnings for Semi-Monthly Payroll Ending May 31, 1931	Payroll for Half Month Ending May 31, 1931			Payroll for Typical Half Month in 1929*		
	Employees, Number	Per Cent		Employees, Number	Per Cent	
		Actual	Cumulative		Actual	Cumulative
Under \$5.00.....	...	....	....	1	0.2	0.2
\$5.00 to \$9.99.....	...	....	....	3	0.7	0.9
\$10.00 to \$14.99.....	3	2.0	2.0	2	0.5	1.4
\$15.00 to \$19.99.....	2	1.4	3.4	1	0.2	1.6
\$20.00 to \$24.99.....	2	1.4	4.8	14	3.4	5.0
\$25.00 to \$29.99.....	33	22.7	27.5	10	2.5	7.5
\$30.00 to \$34.99.....	...	....	....	12	2.9	10.4
\$35.00 to \$39.99.....	18	12.5	40.0	18	4.4	14.8
\$40.00 to \$44.99.....	23	15.8	55.8	23	5.5	20.3
\$45.00 to \$49.99.....	17	11.7	67.5	32	7.8	28.1
\$50.00 to \$54.99.....	16	11.1	78.6	37	9.0	37.1
\$55.00 to \$59.99.....	19	13.1	91.7	49	11.9	49.0
\$60.00 to \$64.99.....	2	1.4	93.1	46	11.1	60.1
\$65.00 to \$69.99.....	...	....	....	55	13.4	73.5
\$70.00 to \$74.99.....	3	2.0	95.1	32	7.8	81.3
\$75.00 to \$79.99.....	2	1.4	96.5	21	5.1	86.4
\$80.00 to \$84.99.....	5	3.5	100.0	36	8.5	94.9
\$85.00 to \$89.99.....	...	....	....			
\$90.00 to \$94.99.....	...	....	....			
\$95.00 to \$99.99.....	...	....	....	13	3.1	98.0
\$100.00 and over.....	...	....	....			
Total.....	145	100.0	....	412	100.0	....
Average earnings, half month.....	\$43.26	....	....	\$59.10	....	....

\*Reported in the U. S. Bureau of Labor Statistics Bulletin No. 516.

TABLE II (j)

**NUMBER AND PER CENT OF LABORERS (OUTSIDE) WHOSE EARNINGS IN HALF  
MONTH WERE WITHIN EACH CLASSIFIED AMOUNT**

Earnings for Semi-Monthly Payroll Ending May 31, 1931	Payroll for Half Month Ending May 31, 1931			Payroll for Typical Half Month in 1929*		
	Employees, Number	Per Cent		Employees, Number	Per Cent	
		Actual	Cumulative		Actual	Cumulative
Under \$5.00.....	...	....	....	12	0.6	0.6
\$5.00 to \$9.99.....	5	0.7	0.7	39	2.3	2.9
\$10.00 to \$14.99.....	36	5.1	5.8	45	2.6	5.5
\$15.00 to \$19.99.....	61	8.7	14.5	42	2.4	7.9
\$20.00 to \$24.99.....	127	18.0	32.5	60	3.5	11.4
\$25.00 to \$29.99.....	125	17.8	50.3	98	5.7	17.1
\$30.00 to \$34.99.....	38	5.4	55.7	144	8.3	25.4
\$35.00 to \$39.99.....	161	22.9	78.6	184	10.7	36.1
\$40.00 to \$44.99.....	46	6.6	85.2	186	10.8	46.9
\$45.00 to \$49.99.....	32	4.5	89.7	178	10.3	57.2
\$50.00 to \$54.99.....	51	7.3	97.0	191	11.1	68.3
\$55.00 to \$59.99.....	21	3.0	100.0	131	7.5	75.8
\$60.00 to \$64.99.....	...	....	....	105	6.1	81.9
\$65.00 to \$69.99.....	...	....	....	99	5.8	87.7
\$70.00 to \$74.99.....	...	....	....	81	4.7	92.4
\$75.00 to \$79.99.....	...	....	....	59	3.4	95.8
\$80.00 to \$84.99.....	...	....	....	50	2.9	98.7
\$85.00 to \$89.99.....	...	....	....			
\$90.00 to \$94.99.....	...	....	....			
\$95.00 to \$99.99.....	...	....	....	14	0.8	99.5
\$100.00 and over.....	...	....	....			
Total.....	7,033	100.0	....	1,726	100.0	....
Average earnings, half month.....	\$29.92	....	....	\$46.95	....	....

\*Reported in the U. S. Bureau of Labor Statistics Bulletin No. 516.

TABLE III (a-d)

Table III a gives a comparison of earnings of workers in all occupations at mines on strike with those not on strike. For convenience of designation, these expressions, "mines on strike" and "mines not on strike" will be used in identifying these respective tables, it being understood that the reference is not to the earnings of workers during the period when workers at the mines were actually on strike. The term, "mines on strike" is used simply to identify the group of mines where strike conditions obtained at the time of the survey, June 11th and 12th. The earnings figures quoted are for the last pay period in May, 1931, when few, if any, of the mines were affected by strike conditions.

It was necessary to eliminate from this comparison figures for 24 per cent of the workers representing those employed at seven mines of one large company. This exclusion was made necessary by the difference of opinion on the part of the officials and workers at these mines as to whether or not the mine was on strike. To have included the figures for this company in the strike group would have biased the comparison of earnings of workers between the strike and non-strike mines to the extent that the value of the comparative data obtained from other operations would have been lessened considerably.

An impressive difference in average earnings for the last half of May is shown in the earnings of workers at the mines on strike in comparison to the earnings of workers at mines not yet affected by strike conditions. The average earnings of 5,122 workers for the last half of May at mines now on strike was \$27.44, or \$12.47 a week. The average earnings during the same payroll period for 6,812 workers employed in mines not yet on strike was \$51.24, or \$23.29 a week, indicating that the workers at mines now on strike were earning only slightly better than half as much as the workers at mines not yet affected by strike conditions.

Seventy-eight and seven-tenth per cent of the workers at mines on strike earned less than \$35.00 for the half-month's pay, or \$15.91 a week, while 85.1 per cent of the workers at mines not on strike earned in excess of \$35.00 for the half-month, and 55.3 per cent of this latter group earned in excess of \$50.00 for the half-month, or more than \$22.72 a week.

In Tables III b, III c, and III e, a comparison of earnings of workers at mines on strike with those at mines not on strike is made for the three occupations in which the majority of bituminous coal mining employes are engaged, namely, machine loaders, laborers—inside, and laborers—outside. Table III b giving data for machine loaders shows that the average earnings of the 3,187 employes engaged at such occupation in mines now on strike was \$24.77 for the half-month, or \$11.25 a week, while the average earnings of machine loaders at mines not on strike averaged \$51.53 for the half-month, or \$23.42 a week, or more than double the average earnings of machine loaders at mines now on strike. In the mines on strike there was not a single instance where the earnings

of machine loaders averaged in excess of \$50.00 for the half-month period, while in the mines not on strike 58.3 per cent of the machine loaders earned in excess of \$50.00 during the last half of May.

In Table III c, a comparison of earnings for inside day laborers is shown—at mines on strike compared with mines not on strike. This comparison shows that the average earnings of 152 inside-laborers at mines on strike were \$37.50 for the last half of May, or \$17.05 a week, as compared with the somewhat lower earnings' figure of inside-laborers at mines not on strike of \$35.34 for the half-month, or \$16.06 a week. This is one group where those not on strike received less than those on strike. Whether this condition obtains generally for this occupation throughout the industry cannot be definitely decided. The figures for this particular occupation cover a relatively small number of workers in the industry and the comparison is overweighted with data for those not on strike.

Table III d shows average earnings for outside laborers—those on strike and those not on strike. The 230 workers in this occupation for the mines on strike earned an average of \$23.26 for the last half of May, or \$10.57 a week, while outside laborers at mines not on strike earned \$35.13 for the half-month, or \$15.97 a week.

TABLE III (a)

NUMBER AND PER CENT OF THOSE AT STRIKE AND NON-STRIKE MINES WHOSE EARNINGS IN HALF MONTH WERE WITHIN EACH CLASSIFIED AMOUNT

## ALL OCCUPATIONS

Earnings for Semi-Monthly Payroll Ending May 31, 1931	ON STRIKE			NOT ON STRIKE		
	Employees, Number	Per Cent		Employees, Number	Per Cent	
		Actual	Cumulative		Actual	Cumulative
Under \$5.00.....	...	....	....	...	....	....
\$5.00 to \$9.99.....	25	0.4	0.4	5	0.0 <sup>1</sup>	0.0 <sup>1</sup>
\$10.00 to \$14.99.....	156	3.1	3.5	87	1.3	1.3
\$15.00 to \$19.99.....	916	17.9	21.4	180	2.6	3.9
\$20.00 to \$24.99.....	979	19.1	40.5	137	2.1	6.0
\$25.00 to \$29.99.....	974	19.0	59.5	243	3.5	9.5
\$30.00 to \$34.99.....	982	19.2	78.7	364	5.4	14.9
\$35.00 to \$39.99.....	176	3.4	82.1	932	13.6	28.5
\$40.00 to \$44.99.....	116	2.3	84.4	939	13.8	42.3
\$45.00 to \$49.99.....	469	9.1	93.5	161	2.4	44.7
\$50.00 to \$54.99.....	68	1.4	94.9	1,440	21.1	65.8
\$55.00 to \$59.99.....	159	3.1	98.0	1,253	18.4	84.2
\$60.00 to \$64.99.....	23	0.4	98.4	491	7.2	91.4
\$65.00 to \$69.99.....	16	0.3	98.7	128	1.9	93.3
\$70.00 to \$74.99.....	...	....	....	22	0.3	93.6
\$75.00 to \$79.99.....	1	0.0 <sup>1</sup>	98.7	98	1.5	95.1
\$80.00 to \$84.99.....	...	....	....	54	0.8	95.9
\$85.00 to \$89.99.....	36	0.7	99.4	61	0.9	96.8
\$90.00 to \$94.99.....	...	....	....	77	1.1	97.9
\$95.00 to \$99.99.....	...	....	....	...	....	....
\$100.00 and over.....	26	0.6	100.0	140	2.1	100.0
Total.....	5,122	100.0	....	6,812	100.0	....
Average earnings, half month.....	\$27.44	....	....	\$51.24	....	....

<sup>1</sup>Less than one-tenth of one per cent.



TABLE III (b)

NUMBER AND PER CENT OF THOSE AT STRIKE AND NON-STRIKE MINES WHOSE EARNINGS IN HALF MONTH WERE WITHIN EACH CLASSIFIED AMOUNT

## MACHINE LOADERS

Earnings for Semi-Monthly Payroll Ending May 31, 1931	ON STRIKE			NOT ON STRIKE		
	Employees, Number	Per Cent		Employees, Number	Per Cent	
		Actual	Cumulative		Actual	Cumulative
Under \$5.00.....	...	....	....	...	....	....
\$5.00 to \$9.99.....	...	....	....	58	1.3	1.3
\$10.00 to \$14.99.....	115	3.6	3.6	156	3.7	5.0
\$15.00 to \$19.99.....	677	21.2	24.8	...	....	....
\$20.00 to \$24.99.....	841	26.4	51.2	...	....	....
\$25.00 to \$29.99.....	615	19.3	70.5	128	3.0	8.0
\$30.00 to \$34.99.....	751	23.6	94.1	93	2.2	10.2
\$35.00 to \$39.99.....	...	....	....	735	17.3	27.5
\$40.00 to \$44.99.....	68	2.1	96.2	514	12.1	39.6
\$45.00 to \$49.99.....	120	3.8	100.0	88	2.1	41.7
\$50.00 to \$54.99.....	...	....	....	1,139	26.9	68.6
\$55.00 to \$59.99.....	...	....	....	1,161	27.3	95.9
\$60.00 to \$64.99.....	...	....	....	170	4.1	100.0
\$65.00 to \$69.99.....	...	....	....	...	....	....
\$70.00 to \$74.99.....	...	....	....	...	....	....
\$75.00 to \$79.99.....	...	....	....	...	....	....
\$80.00 to \$84.99.....	...	....	....	...	....	....
\$85.00 to \$89.99.....	...	....	....	...	....	....
\$90.00 to \$94.99.....	...	....	....	...	....	....
\$95.00 to \$99.99.....	...	....	....	...	....	....
\$100.00 and over.....	...	....	....	...	....	....
Total.....	3,187	100.0	....	4,242	100.0	....
Average earnings, half month.....	\$24.77	....	....	\$51.53	....	....

TABLE III (c)

NUMBER AND PER CENT OF THOSE AT STRIKE AND NON-STRIKE MINES WHOSE EARNINGS IN HALF MONTH WERE WITHIN EACH CLASSIFIED AMOUNT

## LABORERS—INSIDE

Earnings for Semi-Monthly Payroll Ending May 31, 1931	ON STRIKE			NOT ON STRIKE		
	Employees, Number	Per Cent		Employees, Number	Per Cent	
		Actual	Cumulative		Actual	Cumulative
Under \$5.00.....	...	....	....	...	....	....
\$5.00 to \$9.99.....	...	....	....	...	....	....
\$10.00 to \$14.99.....	4	2.6	2.6	1	0.2	0.2
\$15.00 to \$19.99.....	3	2.0	4.6	...	....	....
\$20.00 to \$24.99.....	14	9.2	13.8	102	23.5	23.7
\$25.00 to \$29.99.....	48	31.5	45.3	5	1.3	25.0
\$30.00 to \$34.99.....	4	2.7	48.0	103	23.7	48.7
\$35.00 to \$39.99.....	6	3.9	51.9	87	20.1	68.8
\$40.00 to \$44.99.....	12	7.9	59.8	47	10.8	79.6
\$45.00 to \$49.99.....	20	13.2	73.0	18	4.1	83.7
\$50.00 to \$54.99.....	18	11.8	84.8	...	....	....
\$55.00 to \$59.99.....	23	15.2	100.0	16	3.7	87.4
\$60.00 to \$64.99.....	...	....	....	55	12.6	100.0
\$65.00 to \$69.99.....	...	....	....	...	....	....
\$70.00 to \$74.99.....	...	....	....	...	....	....
\$75.00 to \$79.99.....	...	....	....	...	....	....
\$80.00 to \$84.99.....	...	....	....	...	....	....
\$85.00 to \$89.99.....	...	....	....	...	....	....
\$90.00 to \$94.99.....	...	....	....	...	....	....
\$95.00 to \$99.99.....	...	....	....	...	....	....
\$100.00 and over.....	...	....	....	...	....	....
Total.....	152	100.0	....	434	100.0	....
Average earnings, half month.....	\$37.50	....	....	\$35.34	....	....



TABLE III (d)

NUMBER AND PER CENT OF THOSE AT STRIKE AND NON-STRIKE MINES WHOSE EARNINGS IN HALF MONTH WERE WITHIN EACH CLASSIFIED AMOUNT

## LABORERS—OUTSIDE

Earnings for Semi-Monthly Payroll Ending May 31, 1931	ON STRIKE			NOT ON STRIKE		
	Employees, Number	Per Cent		Employees, Number	Per Cent	
		Actual	Cumulative		Actual	Cumulative
Under \$5.00.....	...	....	....	...	....	....
\$5.00 to \$9.99.....	...	....	....	5	1.4	1.4
\$10.00 to \$14.99.....	24	10.4	10.4	12	3.4	4.8
\$15.00 to \$19.99.....	61	26.5	36.9	...	...	...
\$20.00 to \$24.99.....	46	20.0	56.9	32	9.0	13.8
\$25.00 to \$29.99.....	25	10.9	67.8	100	28.4	42.2
\$30.00 to \$34.99.....	7	3.0	70.8	27	7.6	49.8
\$35.00 to \$39.99.....	56	24.4	95.2	38	10.8	60.6
\$40.00 to \$44.99.....	...	....	....	46	13.0	73.6
\$45.00 to \$49.99.....	...	....	....	32	9.1	82.7
\$50.00 to \$54.99.....	...	....	....	61	17.3	100.0
\$55.00 to \$59.99.....	11	4.8	100.0	...	....	....
\$60.00 to \$64.99.....	...	....	....	...	....	....
\$65.00 to \$69.99.....	...	....	....	...	....	....
\$70.00 to \$74.99.....	...	....	....	...	....	....
\$75.00 to \$79.99.....	...	....	....	...	....	....
\$80.00 to \$84.99.....	...	....	....	...	....	....
\$85.00 to \$89.99.....	...	....	....	...	....	....
\$90.00 to \$94.99.....	...	....	....	...	....	....
\$95.00 to \$99.99.....	...	....	....	...	....	....
\$100.00 and over.....	...	....	....	...	....	....
Total.....	230	100.0	....	353	100.0	....
Average earnings, half month.....	\$23.26	....	....	\$35.13	....	....

TABLE IV (a, b, and c)

Table IV a shows that of the 49 mines covered by the survey, 19 mines, employing 27.9 per cent of the total of 20,736 workers employed during the last half of May, worked only 3.2 days a week. Ten mines, covering 23.8 per cent of the workers, worked from 3.2 to 4.1 days a week. Twenty mines, covering 48.3 per cent of the workers, worked from 4.1 to 5.9 days a week. Seven of the 49 mines, employing 16.4 per cent of the workers, worked full-time during the last half of May. One company apparently worked one day over-time during the period, working on Memorial Day which was observed as a holiday at all other mines. The average time worked at all 49 mines during the last half of May was 9.4 days, or 4.2 days a week.

This table shows that mines working the fewest number of days have on the whole the greatest percentage of strikers, one exception being the mines which worked 13 full days during the last half of May, which is now completely idle on account of the strike.

Table IV b shows the time worked during the last half of May by mines now on strike. These 20 mines averaged eight days of work during that payroll period, or 3.6 days a week. Twenty-six and three-tenth per cent of the workers at mines on strike averaged only 2.3 days a week during the last half of May.

Table IV c shows the time worked at mines not on strike. These 22 mines averaged 10.3 days during the last half of May, or 4.9 days a week—28.8 per cent more time than the men at mines now on strike. More than 50 per cent of the men at mines not on strike averaged 4.5 days or more a week in the last half of May.

TABLE IV (a)

NUMBER OF STARTS (DAYS) IN BITUMINOUS COAL MINING DURING PAYROLL  
PERIOD ENDING MAY 31, 1931

(Total—All Mines—Irrrespective of Strikes)

Number of Mines	Start (Days) During Payroll Period Ending May 31, 1931	Number Employed	Per Cent		Number on Strike	Per Cent of Total Employed Who are on Strike
			Actual	Cumulative		
..	1	...	....	....	...	....
..	2	...	....	....	...	....
3	3	413	1.9	1.9	299	72.3
4	4	1,388	6.7	8.6	450	32.4
4	5	818	4.0	12.6	690	8.4
2	6	801	3.8	16.4	785	98.0
6	7	2,370	11.5	27.9	200	8.4
7	8	3,135	15.1	43.0	412	13.1
3	9	1,811	8.7	51.7	550	30.3
4	10	2,480	12.0	63.7	436	17.5
9	11	4,126	19.9	83.6	170	4.1
6	12	3,158	15.2	98.8	1,273	40.3
1	13	236	1.2	100.0	222	95.6
Total 49	..	20,736	100.0	....	5,487	26.4
Average.....	9.4	...	....	....	...	....

TABLE IV (b)

NUMBER OF STARTS (DAYS) IN BITUMINOUS COAL MINING DURING PAYROLL  
PERIOD ENDING MAY 31, 1931

(Mines Affected by Strike)

Number of Mines	Starts (Days) During Payroll Period Ending May 31, 1931	Number Employed	Per Cent		Number on Strike	Per Cent	
			Actual	Cumulative		Actual	Cumulative
..	1	...	....	....	...	....	....
..	2	...	....	....	...	....	....
2	3	328	5.3	5.3	299	5.4	5.4
2	4	605	9.8	15.1	450	8.2	13.6
3	5	690	11.2	26.3	690	12.6	26.2
2	6	801	13.0	39.3	785	14.3	40.5
1	7	200	3.2	42.5	200	3.6	44.1
2	8	457	7.5	50.0	412	7.5	51.6
1	9	571	9.2	59.2	550	10.1	61.7
2	10	762	12.4	71.6	436	7.9	69.6
1	11	174	2.8	74.4	170	3.1	72.7
3	12	1,338	21.7	96.1	1,273	23.2	95.9
1	13	236	3.9	100.0	222	4.1	100.0
Total 20	..	6,162	100.0	....	5,487	100.0	....
Average.....	8.0	...	....	....	...	....	....

TABLE IV<sub>c</sub>(c)

**NUMBER OF STARTS (DAYS) IN BITUMINOUS COAL MINING DURING PAYROLL  
PERIOD ENDING MAY 31, 1931**  
(Mines Not Affected by Strike)

Number of Mines	Starts (Days) During Payroll Period Ending May 31, 1931	Number Employed	Per Cent		Number on Strike	Per Cent	
			Actual	Cumula- tive		Actual	Cumula- tive
..	1	...	....	....	.....	.....	.....
..	2	...	....	....	.....	.....	.....
1	3	85	0.9	0.9	.....	.....	.....
2	4	783	8.5	9.4	.....	.....	.....
1	5	128	1.4	10.8	.....	.....	.....
..	6	...	....	....	.....	.....	.....
2	7	573	6.2	17.0	.....	.....	.....
5	8	2,678	29.1	46.1	.....	.....	.....
1	9	240	2.7	48.8	.....	.....	.....
1	10	395	4.2	53.0	.....	.....	.....
6	11	2,492	27.2	80.2	.....	.....	.....
3	12	1,820	19.8	100.0	.....	.....	.....
..	13	...	....	....	.....	.....	.....
Total 22		9,194	100.0	....	.....	.....	.....
Average.....		...	....	....	.....	.....	.....

TABLE V

Table V shows the total number on the payroll during the last payroll period in May, 1931, as compared with the average number employed in 1930 for each mine for which a wage and earnings record was obtained in this survey. Because of the confidential nature of the information the identity of each firm is concealed under a code number. The table also shows the number of employees reported as being on strike at each mine as of the time of the survey (June 12th), the number of days worked during the last payroll period, and an average daily wage rate for all employees of each company.

It is significant that the number of workers on the payrolls of these 49 mines during the last half of May was only 5.3 per cent less than the average number employed during the year 1930. It is also significant that of the 20,736 workers included on the last payroll in May, 5,871, or 28.3 per cent, were admitted to be on strike by officials of the companies on June 12th. Undoubtedly, if the numbers of workers who some of the operators claimed were not on strike but who were said to have remained away from work because of fear or timidity were included in the strike total, the proportion of those on strike would be increased considerably.

The average wage rate per day specified for each company is a median of the wage rates for all employees as specified by statements from the operators. The purpose was to set up some sort of a rank of high and low wage firms. However, the use of this tabulation for that purpose has definite limitations. Factors of special rates for graded work and other items influencing individual rates are apt to affect the average wage figure for any given company considerably.

It is of interest that of the 49 reports secured from operating executives, 37 of them were checked with officials of the United Mine Workers' Union, and in 12 instances a further check was made by means of interviews with individuals either employed or on strike at the various mine locations. On the whole, there was substantial agreement of the information obtained from these three sources. Some slight differences were noted when checking the rates quoted by the operators with individual mine workers, but these differences appear to have been due largely to the uncertain knowledge of specific rates on the part of the employees interviewed. The wage rate tables are based on the records secured from the operators, verified by the union officials. It was necessary to depend absolutely for earnings and time data on reports from the operators since neither the union officials nor the men were able to verify or discredit the earnings' figures reported by the operators. The general opinion of the union officials and men was that the earnings' data as submitted by the operators were accurate.

TABLE V  
AVERAGE NUMBER EMPLOYED IN 1930, NUMBER ON LAST PAYROLL, NUMBER ON STRIKE, NUMBER OF STARTS (DAYS) IN LAST PAYROLL PERIOD, AND AVERAGE DAILY WAGE FOR SPECIFIC MINES

COMPANY	Average Number of Employees 1930	Number of Employees on Last Payroll <sup>1</sup>	Per Cent Increase or Decrease in Employment (1930, Last Payroll)	Number of Employees on Strike	Number of Starts (Days) Last Payroll Period	Average Wage Rate Per Day
<b>Allegheny County:</b>						
No. 1.....	493	481	- 2.4	None	7	\$7.38
No. 2.....	372	350	- 5.9	45	10	5.50
No. 3.....	121	128	+ 0.6	None	5	3.61
No. 4.....	735	397	-46.0	None	8	6.37
No. 5.....	181	174	- 3.9	170	11	4.64
No. 6.....	1,025	1,060	+ 3.4	None	12	4.76
No. 7.....	415	374	- 9.9	None	12	3.91
No. 8.....	309	351	+13.5	335	6	3.65
No. 9.....	247	247	0.0	247	8	2.86
No. 10.....	396	386	- 2.5	None	12	4.75
No. 11.....	376	353	- 6.1	40	7	3.62
No. 12.....	1,319	1,323	+ 0.3	200	10	3.57
No. 13.....	566	441	-22.1	14	11	3.61
No. 14.....	508	571	+12.4	550	9	2.69
No. 15.....	400	412	+ 3.0	391	10	2.58
No. 16.....	879	966	+ 9.9	918	12	2.59
No. 17.....	365	350	- 4.2	None	11	5.56
No. 18.....	457	498	+ 9.0	None	11	4.71
Total.....	9,164	8,862		2,810		
Average.....			- 3.3		10.2	\$3.00
<b>Greene County:</b>						
No. 19.....	1,026	1,024	- 0.2	None	8	\$6.17
No. 20.....	600	550	- 8.3	None	8	4.49
No. 21.....	65	66	+ 1.5	None	11	2.69
No. 22.....	782	649	-17.0	None	8	5.43
No. 23.....	60	74	+23.3	74	5	5.26
No. 24.....	370	395	+ 6.8	None	10	4.61
Total.....	2,903	2,758		74		
Average.....			- 5.0		8.5	\$5.12
<b>Washington County:</b>						
No. 25.....	193	203	+ 5.2	174	3	\$4.60
No. 26.....	175	175	0.0	175	4	3.61
No. 27.....	200	125	-37.5	125	3	9.45
No. 28.....	371	450	+21.3	450	6	2.63
No. 29.....	383	367	- 4.2	367	5	3.57
No. 30.....	213	249	+16.9	249	5	3.62
No. 31.....	200	210	+ 5.0	165	8	4.52
No. 32.....	271	236	-12.9	222	13	3.74
No. 33.....	699	688	- 1.6	None	4	4.95
No. 34.....	211	209	- 1.0	None	11	3.64
No. 35.....	552	430	-22.1	275	4	6.38
No. 36.....	325	240	-26.2	None	9	3.62
No. 37.....	837	813	- 2.9	None	11	5.60
No. 38.....	877	878	+ 0.1	100	7	3.61
No. 39.....	416	366	-12.0	18	7	3.67
No. 40.....	754	1,019	+35.1	100	11	3.61
No. 41.....	281	215	-23.5	215	12	3.51
No. 42.....	1,010	556	-45.0	None	11	3.80
No. 43.....	171	200	+17.0	200	7	3.47
Total.....	8,139	7,629		2,835		
Average.....			- 6.3		7.2	\$3.85
<b>Westmoreland County:</b>						
No. 44.....	58	58	0.0	None	8	\$4.48
No. 45.....	94	92	- 2.1	None	7	4.48
No. 46.....	98	95	- 3.1	None	4	4.51
No. 47.....	1,226	1,000	-18.4	12	9	4.53
No. 48.....	135	157	+16.3	140	12	2.69
Total.....	1,611	1,402		152		
Average.....			-13.0		8.0	\$4.45
<b>Armstrong County:</b>						
No. 49.....	85	85	0.0	None	3	\$4.49
Grand Total...	21,902	20,736		5,871		
Average.....			- 5.3		8.9	\$4.17

<sup>1</sup>Period ending May 31, 1931.



# INDUSTRIAL BOARD

The following rules and interpretations were approved by the Industrial Board on June 17, 1931:

## RULES

### REGULATIONS FOR BOILERS:

1. Amendment to Paragraph P-328 reading as follows:

“(a) All doors in water tube boiler settings (except explosion doors) which are located within seven feet of any floor or working platform and which are normally opened while boilers are under pressure shall be of the inward opening type or shall be provided with latches or fastenings of approved automatic positive locking type.

“Such latches shall include a latch or bolt in a fixed bracket on the door, door frame or furnace front. Latches shall be dependent upon gravity or be counterweighted and the contact area of the latching surface shall be at least one square inch for doors with an area over 100 square inches and at least one-half square inch for doors with an area of 100 square inches or less. Friction contacts or latches actuated by springs shall not be used. The foregoing requirements for latches shall not apply to coal openings of down draft or similar furnaces.

“Doors normally closed while boilers are under pressure may be provided with bolts or fastenings in lieu of automatic latching devices.

“(b) All boilers burning fuel in suspended or gaseous form shall have one or more explosion doors located at the highest point in the boiler setting or breeching subject to gas pressure. Additional explosion doors provided to relieve furnace pressure, if located in the setting walls within 7 feet of the firing floor or any platform, shall be provided with substantial deflectors to divert the blast in the proper direction. This applies to new installations and to existing installations that may be changed to burn suspended or gaseous fuel”

2. Amendment to Part 1, Section 1, New Paragraph (aa) reading:

“Proper provision shall be made to permit inspection of head seams on all drums of boilers. This requirement applies to both old and new installations.”

3. Amendment to Part 1, Section 1, Paragraph (t), reading as follows:

“There shall be adequate and sufficient exits provided from all boiler rooms, blow off and ash pits or alleys, high pressure steam

line tunnels and all other places where there is danger of employes being trapped in confined space in case of explosion within the boiler proper or from bursted steam lines.

"Where walkways are necessary on the tops of settings or elsewhere to provide accessibility for the operation or servicing of boilers there shall be provided metal platforms or runways with safety tread of a minimum width of 30 inches. Such platforms or runways shall be provided with substantial hand rails and toe boards as required by the Regulations for Railings, Toe Boards, Opensided Floors, Platforms and Runways.

"There shall also be at least two ways down from all elevated runways."

4. Amendment to Part 1, Section 1, New Paragraph (ab) reading:

"All boiler door latches hereafter installed shall have cast, stamped or etched thereon an identifying number and letter, the number to be assigned by the Department. Such identification shall be placed on all major parts of the latch and the height of numerals and letters shall be at least one-half inch. In addition the manufacturer's name or initials should be similarly placed wherever possible to do so."

REGULATIONS FOR ELEVATORS:

1. Amendment to Rule 219, Paragraph (e):

(NI) "Windows in the outside walls of buildings opening into passenger elevator shaftways shall be constructed of fire-resistive materials. In all cases, windows shall be set in fixed sash. Elevator shaftway windows located *above a street or court or the roof of an adjacent building* shall be fitted with *solid* metal bars or rods at least five-eighths inch in diameter, spaced not more than ten inches apart *except where inside window protection is provided in accordance with paragraph (f) of this rule.*"

2. Amendment to Rule 219, Paragraph (f) by insertion of the word "substantial" before the word "curtain" in the first sentence.

3. Rule 239, Paragraph (c) amended to read:

(NI) "*Windows in the outside walls of buildings opening into freight elevator shaftways* shall be constructed of fire-resistive materials. In all cases, windows shall be set in fixed sash. Elevator shaftway windows located *above a street or court or the roof of an adjacent building* shall be fitted with *solid* metal bars or rods at least five-eighths inch in diameter, spaced not more than ten inches apart *except where inside window protection is provided in accordance with paragraph (d) of this rule.*"

(EI) "Where in the judgment of the Department such window guards are necessary, they shall be provided."

4. Amendment to Rule 239, Paragraph (d) by insertion of the word "substantial" before the word "curtain" in the first sentence.

5. Rule 226, Paragraph (a) amended to read:

"(a) (NI) The rated speed on passenger elevators shall not exceed 1000 feet per minute except by special permission by the Department."

#### REGULATIONS FOR EMERGENCY LIGHTING:

1. Amendment to Rule 1, Paragraph (b) to read:

"In the following classes of buildings the emergency source of illumination may consist of ordinary type of storage batteries equipped with trickle charger, with spot or flood lights directly connected thereto:

"1. Grange halls or similar community structures used for public assemblies on an average of not more than once every two months, or when specifically exempted by ruling of the Industrial Board.

"2. Auditoriums of schools and colleges having a capacity of not more than two hundred and fifty persons, and used on an average of not more than every two months.

"3. Theatres or motion picture theatres having a capacity of not more than two hundred and fifty persons and used not more than once a week during the summer season only.

"It shall be the duty of the owners of the building to check the condition of the battery before the auditorium is used to insure that the system is in proper working condition. The system shall be in operation during the entire period in which the auditorium is being used, or an approved automatic throw-over switch shall be used to light the spot or flood lights in event of a power failure."

#### INTERPRETATIONS

##### REGULATIONS FOR BOILERS:

1. Interpretation of Paragraph P-328 to read:

"All doors of boilers fired by pulverized coal which are located within 7 feet of the floor or working platform shall be of the inward closing type or provided with approved latches or deflectors as specified in Paragraph P-328."

The following devices were approved by the Board:

<i>Company</i>	<i>Device</i>
Elevator Locks Company, Peoria, Ill.	Type "M" locking device for car switch control elevators with sliding or swinging doors provided that retiring cam with 3" range is used.
Elevator Locks Company, Peoria, Ill.	Type "H" locking device for push button or car switch control elevators with sliding or swinging doors provided that retiring cam with 3" range is used.
Otis Elevator Company, New York City.	Types 10-S, 20-S and "K" electric car door operators when used with approved locking devices.
Security Fire Door Co., St. Louis, Mo.	Types "A" and "B" uni-motor operators for counterbalanced freight elevator doors when used with retiring cams.
American Engineering Co., Philadelphia, Pa.	Types 1, 2, 3, 4, and 5 boiler door latches.
L. A. DeWaters, Brooklyn, N. Y.	Type Number 5 observation door latch for boiler doors 100 square inches or less.
Delaware and Lackawanna Western Railroad Co., Scranton, Pa.	Automatic latch for boiler-firing doors.
Heine Boiler Door Company, Phoenixville, Pa.	Automatic latch for boiler-firing doors.
Westinghouse Electric Manufacturing Company, Philadelphia, Pa.	Furnace door latches for stoker-fired boilers.
Luzerne Co., Gas & Electric Company, Kingston, Pa.	Furnace door latches for stoker-fired boilers.
American Car and Foundry Company, Berwick, Pa.	Furnace door latches for stoker-fired boilers.
Berks Engineering Co., Inc., Reading, Pa.	Jointer guard.

Oliver Machinery Company,  
New York City.

Jointer guard for Number 189 eight-inch  
jointer and saw-guard for Number 116  
band saw.

American Optical Company,  
New York City.

Duraweld No. 50 goggles.

The Sewing Machine Finger Pro-  
tector Company,  
Leominster, Mass.

Nos. 11-R, 14-R, 81, 77, 19-S, 7, 105-R,  
50-ARS, 81-17, 101, 100, 96-10-S, 39,  
107-W-1, 74, 16-A, 88, 16-D, 103,  
400A, and 52-W-10 finger guards.



## THEY PUT SAFETY FIRST\*

OUTSTANDING RECORDS OF PENNSYLVANIA INDUSTRY ASSEMBLED BY THE  
BUREAU OF INSPECTION

Up to January 22, 1931, when this record was submitted, the tire mill, one of the especially hazardous departments of the Standard Steel Works, at Burnham, had gone through the entire period since April, 1925, with no lost-time accidents among an average of from 70 to 140 employees.

---

The Reading Steel Casting Company, Incorporated, of Reading, reduced its total of lost-time accidents from 96 in 1929 to 24 in 1930, or a reduction of 75 per cent. Over the same period there was a decrease of 80 per cent in compensation payments. Mr. George P. Singer, Safety Engineer for this concern, is president of the Reading-Berks Safety Council.

---

Among the Pennsylvania Honor Roll concerns in 1930 was the C. K. & H. N. Aronsohn Silk Mill, at Montoursville, which went through the year with 80 employes and no accidents.

---

The cause of industrial safety in Pennsylvania sustained a real loss with the death on December 31, 1930, of John Frederick Graham, for 30 years an employe of the Standard Steel Works, at Burnham, and formerly Safety Engineer of this company. Mr. Graham was a consistent worker for safety.

---

The A. Wilhelm Company, paint manufacturers, of Reading, recorded 12 lost-time accidents in 1930, a 50 per cent reduction from the number recorded in 1929. Mr. H. Graul is safety director for this concern.

---

A record of 2 lost-time accidents among 155 employes of the Abraham Lincoln Hotel, in Reading, is notable in view of the fact that the accident average is usually high in hotel employment.

---

The Carbon Limestone Company, with a record of no lost-time accidents since October 31, 1930, made good a pledge of its safety council to support the March no-accident drive by continuing its record through that month. Mr. H. T. McCartney, Chairman of the Safety Committee, assures the Bureau of Inspection of this concern's determination to add another no-accident month in October.

---

\*This will be a monthly feature in **Labor and Industry**. Pennsylvania concerns are invited to submit from time to time safety records that they consider worthy of publication. Address: Director, Bureau of Inspection, Department of Labor and Industry, Harrisburg, or your Divisional Supervisor of the Bureau.

The Royal Manufacturing Company, of Coopersburg, makers of underwear, went through 1930 with no lost-time accidents among 65 employees.

---

The Carpenter Steel Company, of Reading, with 1,100 employees, had a 66 per cent reduction in accident frequency, an 88 per cent reduction in severity, and a reduction of 82 per cent in compensation payments during 1930 as compared with the previous year. Mr. Charles Miley, a former inspector for the Department of Labor and Industry, is the safety director.

---

A set of matched golf clubs offered by the Association of General Contractors of America as the prize in a safety contest was won by S. P. Greaser, paymaster for the Henry W. Horst Company, on the Eighth Street subway operation in Philadelphia. The contest embraced erection of scaffolds, bracing and shoring, as well as first aid. The award was announced at the 12th annual convention of the contractors in San Francisco, in January, 1931.

---

The Berwick District of the American Car and Foundry Company effectually contributed its share to the March safety drive by continuing a no-accident record from December 16, 1930, through to April 1, 1931. Mr. W. E. Jarrard, Superintendent of Industrial Relations, reports that this accomplishment was made with a monthly average of 1,723 employees, equivalent to a total of 1,137,102 man-hours' exposure.

---

Crawford Brothers, lumber manufacturers, of Canton, Pennsylvania, report a 100 per cent safety record for the month of March, 1931.

---

Included in the list of concerns in the Pittsburgh area that went through the safety campaign month of March without an accident are the following: Great American Tea Company, Pittsburgh, with 39 employees; Pittsburgh Clay Pot Company, at Pittsburgh, with 84 employees; Canfield Oil Company, at Coraopolis, with 62 employees; Liberty Baking Company, in Pittsburgh, with 198 employees; Bessemer Limestone and Cement Company, at Bessemer, with 86 employees; Tech Food Products Company, at Pittsburgh, with 92 employees; Sani-Wash Mechanics Laundry, at Pittsburgh, with 50 employees; Republic Steel Company (Dilworth-Porter Division), at Pittsburgh, with 325 employees; Pittsburgh Box Company, at Pittsburgh, with 46 employees; Haller Baking Company, at Pittsburgh, with 248 employees; Pittsburgh Steel Company, at Glassport, with 184 employees; Pennsylvania Rubber Company, at Jeannette, with 852 employees; Wilson Snyder Manufacturing Company, at Braddock, with 192 employees; United States Aluminum Company, at New Kensington, with 3,850 employees.

The Carnegie Steel Company, of Pittsburgh, with 29,000 employes, achieved a 68 per cent reduction in accidents in March, in comparison with the same month last year. Incidentally, Carnegie's special drive against the March accident peak produced what is declared to be the best month in the history of accident prevention work by the Carnegie Steel Company.

---

The Keasbey and Mattison Company, of Ambler, manufacturers of asbestos, went through 1930 with but four lost-time accidents among 304 employes.

---

A slight injury involving only 5 days' loss of time terminated a no-accident record of 264 days established recently by the Congoleum-Nairn Company, at Marcus Hook.

---

General Superintendent C. E. Whitlock, of the Southern Division of the Pennsylvania Railroad, informs the Bureau of Inspection that his division contributed a no-accident record to Pennsylvania's March safety drive.

---

The Carbon Limestone Company, of Youngstown, Ohio, with operations in Pennsylvania, is out to make 1931 a record safety year, Mr. H. T. McCartney, Chairman of the Safety Committee, announces. A no-accident record which began October 31, 1930, was continuing in February, 1931, having covered a period of nearly 100 days when this report was made.

---

Mr. J. F. Hattman, Safety Engineer of the Standard Steel Spring Company, of Coraopolis, and Chairman of the Coraopolis Safety School, introduced a novel variation into the program of the Coraopolis Safety Course this year. Sketches were prepared showing common conditions in industry, each with a certain number of errors considered from the standpoint of safety. Under the caption, "What's wrong with this picture?", the attendants at the school were invited to find the errors.

# REVIEW OF INDUSTRIAL STATISTICS

PREPARED BY  
*The Bureau of Statistics*

## THE LABOR MARKET

**State Public Employment Office Reports**—The improvement shown in the applicant to job ratio at public employment offices during April did not continue through May. Reports from the state public employment offices for the four-week period ended May 23, 1931, showed a shrinkage in the relative availability of jobs as compared with April. The ratio of applicants for employment per 100 jobs available was 301 to 100 as compared with 276 to 100 in April, a nine per cent increase. Ten thousand four hundred eighty-nine persons applied at the state offices during May for assistance in locating employment. Job openings for the month, however, numbered only 3,487, or only a third of the number of jobs needed to supply work for all applicants. The employment offices succeeded in locating jobs for 2,967 persons during the four weeks covered by the May report.

As compared with the public employment office figures for May a year ago, the number of applicants for work in May, 1931, gained 8.3 per cent, the number of jobs available was 11.8 per cent less, and the number of persons securing employment decreased 11.8 per cent.

The public employment office records for the first five months of 1931 show that 50,107 persons applied for work during that period, job openings numbered 15,899, and 13,865 persons were placed in jobs. In comparison to records for the same period last year, applicants for work during the first five months in 1931 were 7.9 per cent more numerous than during the corresponding period in 1930, job opportunities were 1.3 per cent greater than a year ago, and placements increased 6.2 per cent. The ratio of applicants per 100 jobs available at 301 per 100 in April were 22.9 per cent higher than a year ago, while the ratio for five months of 1931 shows a 6.4 per cent increase over the applicant to job ratio for five months of 1930.

**Manufacturing**—Employment in manufacturing industries continued its downward movement in May and showed a 2.5 per cent reduction as compared with April. The decrease was slightly more than the usual seasonal recession for this month. The decline in manufacturing employment in Pennsylvania has been continuous during the last twenty months except for small temporary gains in February and September, 1930, and in February, 1931. Manufacturing employment for May, 1931, at 77.4 per cent of its 1923-1925 average was 24 per cent below the employment peak of September, 1929, and 18 per cent below the index for May, 1930.



Wage payments to workers in manufacturing concerns also declined in May, showing a 6.5 per cent decrease as compared with April. As with employment, the volume of wage payments to manufacturing workers also has declined almost continuously during the last twenty months except for minor rises in February, 1930, and February, 1931. Wage payments to manufacturing workers in May, 1931, at 64.9 per cent of their 1923-1925 average, were 40.4 per cent below the peak of October, 1929, and 31.6 per cent below the payroll total for May, 1930.

Reduced employment and wage payment totals for May were recorded for each major manufacturing classification except foods and tobacco, which showed a slight increase. Largest employment and payroll declines in May occurred in the metal, transportation equipment, stone and lumber groups.

In the metal industries, reductions ranging from two to six per cent in employment and from one to 14 per cent in payrolls were recorded. Structural iron works and steam and hot-water heating apparatus manufacture were the only two metal industries that showed improvement for May over April. Most of the reporting plants in the structural iron group showed increased employment and payroll totals for May. Blast furnaces, steel works and rolling mills, and foundries, all showed further curtailment of operations during May. The employment index for the metal group as a whole was 22 per cent lower than a year ago, and payrolls were 39 per cent less.

Further recessions of employment and payroll totals were shown for the transportation equipment group. Small employment gains were recorded in automobile manufacture, but payrolls for automobile plants for May were much lower than in April. Locomotive building and car repair also exhibited large declines in employment and wage payment totals for the month. Conditions in ship-building were practically unchanged.

Among the textile industries, cotton, woollens and worsteds, and carpet mills, and men's clothing factories reported some gains in employment and payrolls, but most other lines showed reductions. Decreased silk goods manufacture was prevalent throughout the industry, nearly all firms reporting small employment and payroll reductions.

In the food and tobacco group, all food industries showed some gain for the month, the largest being the seasonal increase in ice-cream manufacture. Ice-cream factories, however, are operating considerably below the level for this period last year.

In the stone and glass group, brick plants showed some reduction as compared with April. Employment in cement mills increased slightly, while glass factories showed decided employment reductions. The glass industry was extremely dull. One glass factory employing approximately 350 workers found it necessary to close in May for an indefinite period due to lack of orders. Four other plants in this industry have been closed for several months.



In the chemical group several of the smaller plants manufacturing chemicals and drugs announced shutdowns to continue for the summer months, and virtually all other firms in this group reported decreased operations. Paint and varnish manufactures reported gains for May due to a seasonally increased demand.

In the leather and rubber industry, shoe factories reported large curtailment of operations. Employment in shoe factories for May was five per cent less than in April, and payrolls dropped 20 per cent. Manufacturers of other leather products reported some increase in operations for May, particularly in the manufacture of trunks and baggage.

Reports from 583 manufacturing firms which gave information on man-hours worked for May show a six per cent reduction in working time as compared with April. Workers employed by these 583 concerns averaged 39.9 hours of work a week in May as compared with 41.3 hours a week in April.

Wage rate reductions continued in May. A total of 33 firms reported wage cuts in May affecting approximately 5,500 workers. The wage reductions ranged from 3.4 per cent to 20.5 per cent and averaged 10.3 per cent. More than half of the wage reductions announced were reported from the metal industries. During the first five months of 1931, 141 of the 830 odd reporting firms have announced wage reductions affecting approximately 24,350 employees, the wage cut averaging 10 per cent. In other words, since the first of the year, 17 per cent of the reporting firms have announced wage reductions affecting approximately nine per cent of the number employed, as compared with the experience for the entire year 1930 when 16 per cent of the reporting firms announced wage reductions averaging 12 per cent and affecting approximately five per cent of the total number of workers employed. These records of wage reductions are based on information voluntarily reported by employers, there being no obligation to report the incidence of wage reduction. Of course, they do not include the record of any reductions that may have been made and were not reported. Nor do they include records of wage cuts affecting those employees who may have been laid off at one rate and rehired at a lower rate.

The effect of short time and wage reductions on the average manufacturing workers' income during the last year and a half is shown by the following table of the average weekly earnings. Average weekly earnings of manufacturing workers dropped from a peak of \$27.96 a week, in October, 1929, to \$22.11 a week in May, 1931, a 21 per cent decline.

## AVERAGE WEEKLY EARNINGS OF WORKERS IN MANUFACTURING

MONTH	AVERAGE WEEKLY EARNINGS		
	1929	1930	1931
January.....	\$25.66	\$26.58	\$22.09
February.....	27.18	27.15	22.41
March.....	27.43	27.26	22.60
April.....	27.36	27.06	23.02
May.....	27.53	26.47	22.11
June.....	27.04	25.49	.....
July.....	25.50	24.19	.....
August.....	26.88	24.84	.....
September.....	26.31	24.42	.....
October.....	27.96	24.45	.....
November.....	27.35	23.16	.....
December.....	26.65	22.66	.....

**Coal Mining**—Employment in anthracite mines in May declined 5.5 per cent in comparison with April, according to reports from 159 anthracite collieries to the Anthracite Bureau of Information. Wage payments in the anthracite industry for May, however, were 1.3 per cent higher than in April. Anthracite employment based on records for these 159 mines was 15 per cent lower in May, 1931, than in the same month a year ago, while wage payments to anthracite workers for May, 1931, were 25 per cent below the total for May a year ago.

In the bituminous industry, reports from 398 Pennsylvania mines to the United States Bureau of Labor Statistics show that employment for May was two per cent lower than in April, and wage payments nearly seven per cent less. Comparisons with records for 1930 show that employment in the bituminous industry in May, 1931, was about eight per cent less than a year ago, and payrolls nearly 33 per cent lower.

**Construction and Contracting**—Employment in building and contracting increased nine per cent in May as compared with April, according to reports received from 58 firms. Wage payments showed a three per cent gain. The gains in the building industry for May, 1931, were slightly lower than the advances for this period in 1930. The April-May comparison for the building industry in 1930 showed an 11.3 per cent increase in employment and a 7.4 per cent gain in wage payments. Indexes based on these rather meagre returns indicate that building employment for May, 1931, was 37 per cent below the total for May, 1930, while wage payments decreased nearly 50 per cent.

Employment on highway construction operations increased considerably in May. Reports to the State Highway Department from the eight division engineers show that state highway construction and maintenance forces increased 36.9 per cent in May as compared with April. The number employed on new construction gained 102 per cent in May as compared with April, while forces on road maintenance work increased 22.7 per cent. The total employed on state highway construction and maintenance in May, 1931, was 36.7 per cent less than the total for May, 1930. This reduction is entirely in new construc-

tion work due to the lack of available funds. New highway construction forces in May, 1931, were 69.8 per cent lower than a year ago, while the number employed on road maintenance was 5.1 per cent higher than in May, 1930.

**Trade**—Reports from 68 retail establishments show that employment for May was 4.4 per cent less than in April. The decline is due to retrenchments following the season of Easter trade. The employment index for the retail industry indicates that the employment level for May, 1931, was 5.5 per cent lower than the same month a year ago. Employment in wholesale trade in May showed an 0.2 per cent reduction as compared with April, and was 1.8 per cent less than in May, 1930.

**Summary**—The general movement of industrial employment for May was clearly downward. Employment and payroll reductions were shown for all groups unaffected by upward seasonal swings. Prospects for the summer months seem unsatisfactory. The usual summer curtailment of manufacturing operations, the labor difficulties in the bituminous industry, a sluggish market in anthracite trade, a declining volume of building operations, and the usual summer recession in mercantile lines offer little prospect for any marked employment recovery during the next few months.

**REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF MAY, 1931**  
(FOUR WEEKS, APRIL 27, 1931, TO MAY 23, 1931, INCLUSIVE)

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	*Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>GRAND TOTAL</b> .....	10,489	6,116	4,373	3,487	1,995	1,492	3,828	2,133	1,695	2,967	1,682	1,285
Total industrial group (skilled).....	3,279	2,172	1,107	1,134	831	303	1,245	838	407	885	621	264
Building and construction.....	456	456	...	188	188	...	217	217	...	180	180	...
Shipbuilding.....	204	204	...	280	280	...	167	167	...	135	...	...
Chemicals and allied products.....	13	8	5	...	...	...	...	...	...	...	...	...
Clay, glass and stone products.....	4	4	...	2	2	...	...	...	...	...	...	...
Clothing.....	73	24	49	28	4	24	42	8	34	24	3	21
Textiles.....	127	78	49	34	3	28	3	3	52	2	2	...
Food and kindred products.....	70	51	19	34	6	...	58	6	...	33	6	27
Leather, rubber and composition goods.....	20	20	...	...	...	...	...	...	...	...	...	...
Lumber, woodwork and furniture.....	50	50	...	13	13	...	20	20	...	13	13	...
Paper and printing.....	100	67	33	24	15	9	40	25	15	21	12	9
Metals and metal products.....	520	479	41	120	112	8	165	151	14	102	94	8
Mines and quarries.....	29	29	...	1	1	...	1	1	...	1	1	...
Transportation and public utilities.....	221	177	44	49	30	19	68	38	30	43	25	18
Hotel and restaurant.....	848	221	627	215	57	158	273	76	197	181	53	128
Wholesale and retail trade.....	265	207	58	108	85	23	122	91	31	82	60	22
Miscellaneous.....	279	129	150	69	35	34	69	35	34	68	37	31
<b>Total other groups</b> .....	7,210	3,944	3,266	2,353	1,164	1,189	2,583	1,295	1,288	2,082	1,061	1,021
Clerical and professional.....	1,400	697	703	204	109	95	346	165	181	173	87	86
Agriculture.....	97	90	7	36	31	5	37	32	5	31	26	5
Semi-skilled.....	1,506	412	1,094	727	151	576	770	194	576	574	146	428
Unskilled.....	2,639	2,306	333	504	457	47	566	513	53	470	428	42
Casual and day workers*.....	1,568	439	1,129	882	416	466	864	391	473	834	374	460
<b>April, 1931</b> .....	10,013	6,237	3,776	3,631	2,215	1,416	3,847	2,219	1,628	3,052	1,821	1,231
May, 1930.....	9,684	6,756	2,928	3,955	2,621	1,334	4,478	2,958	1,520	3,363	2,222	1,141
May, 1929.....	8,437	6,086	2,351	4,712	3,461	1,251	5,032	3,716	1,316	3,651	2,718	933
Per cent of applicants placed.....	28	28	29	85	84	86	...	...	...	...	...	...
Per cent of openings filled.....	...	...	...	...	...	...	78	79	76	...	...	...
Per cent of openings referred placed.....	...	...	...	...	...	...	...	...	...	...	...	...

\*The placement of each casual or day worker is recorded for only one (1) placement per week.

# EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>

49

## GROUP AND INDUSTRY

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended May 15, 1931	1923-1925 = 100				Total Weekly Payroll Week Ended May 15, 1931	1923-1925 = 100				Week Ended May 15, 1931
			May, 1931	Per cent change compared with				May, 1931	Per cent change compared with			
				April, 1931	May, 1930	May, 1931			April, 1931	May, 1930	May, 1931	
ALL MANUFACTURING INDUSTRIES: (51) 35%	841	271,337	77.4	- 2.5	-17.8	\$5,999,016	64.9	- 6.5	-31.6	\$22.11	April 15, 1931	
Metal products: (12) 57%	254	128,444	72.3	- 3.5	-21.9	2,917,922	58.3	- 9.5	-39.1	22.72	24.29	
Blast furnaces.....	12	1,688	47.5	+ 1.9	-17.8	40,004	37.1	- 2.1	-37.3	23.70	24.71	
Steel works and rolling mills.....	51	66,918	67.5	- 4.5	-20.4	1,557,853	54.7	-13.6	-38.1	23.28	25.86	
Iron and steel forgings.....	10	1,354	62.5	- 3.5	-33.9	29,259	52.6	- 4.9	-41.4	21.61	21.92	
Structural iron work.....	10	3,485	88.0	+ 7.7	-31.2	83,341	73.4	+25.0	-42.5	25.91	20.62	
Steam and hot water heating appliances.....	15	3,493	90.5	+ 7.5	-12.9	78,077	70.6	+ 4.1	-30.4	22.35	23.08	
Stoves and furnaces.....	8	598	66.3	- 3.8	- 3.8	11,142	40.5	- 0.5	-32.3	18.63	18.05	
Foundries.....	36	6,567	70.5	- 5.4	-28.7	130,148	48.7	- 8.3	-48.6	19.82	20.50	
Machinery and parts.....	45	8,427	92.6	- 2.0	-17.8	185,361	61.3	- 7.5	-35.0	22.00	23.84	
Electrical apparatus.....	23	26,205	92.8	- 3.4	-19.2	606,850	82.2	- 6.3	-37.0	23.16	23.84	
Engines and pumps.....	10	1,894	50.5	- 5.8	-47.2	36,563	36.3	- 8.1	-64.0	19.30	19.74	
Hardware and tools.....	21	5,192	71.8	- 4.8	-23.0	99,712	59.4	- 3.3	-29.8	19.20	18.94	
Brass and bronze products.....	13	2,623	66.8	- 1.8	-36.6	59,612	53.9	- 0.7	-47.5	22.72	22.54	
Transportation equipment: (5) 74%	37	18,749	50.3	- 3.5	-34.5	441,590	39.3	-10.5	-49.0	23.55	25.22	
Automobiles.....	4	3,290	66.3	+ 2.2	-22.5	87,009	46.9	- 2.9	-33.6	26.45	27.78	
Automobile bodies and parts.....	11	3,964	58.4	+ 2.5	-35.5	90,014	44.2	-19.0	-45.0	22.71	28.65	
Locomotives and cars.....	12	6,249	23.4	- 5.6	-55.9	130,246	16.7	-13.0	-70.0	20.84	22.05	
Railroad repair shops.....	6	2,660	66.9	-12.3	-11.3	61,936	58.0	-10.6	-24.8	22.82	22.83	
Shipbuilding.....	4	2,586	58.7	- 1.8	-34.6	72,385	93.5	+ 0.4	-40.2	27.99	27.33	
Textile products: (11) 27%	163	52,804	89.6	- 2.0	- 9.8	974,894	79.9	- 1.4	-10.4	18.46	18.29	
Cotton goods.....	12	3,022	65.3	+ 6.2	-10.3	61,989	59.8	- 3.5	- 5.4	20.51	22.62	
Woolens and worsteds.....	14	3,716	57.6	+ 4.5	+ 8.3	83,883	55.2	+11.7	+16.7	22.57	20.93	
Silk goods.....	44	16,723	96.7	- 7.2	-13.7	267,029	89.0	-12.0	-19.5	15.97	16.98	
Textile dyeing and finishing.....	12	1,639	86.9	- 3.3	- 8.8	38,334	83.4	- 7.5	- 6.9	23.39	24.47	
Carpets and rugs.....	10	2,784	64.5	+ 4.4	-11.9	58,812	53.1	+ 9.5	-16.4	21.13	20.09	
Hats.....	3	3,185	81.6	+ 0.0	-13.3	45,502	47.6	+ 0.2	-25.5	14.29	14.30	
Hosiery.....	30	14,955	104.0	- 0.3	-13.3	321,124	104.8	+ 5.0	- 4.9	21.47	20.59	
Knit goods, other.....	13	2,231	81.5	+ 0.2	-10.8	33,419	69.4	+ 4.5	-23.0	14.98	14.29	
Men's clothing.....	9	881	87.5	+ 2.7	+10.8	13,781	84.0	+ 7.3	- 4.4	15.64	15.00	
Women's clothing.....	8	1,458	128.4	- 9.8	+14.4	19,897	127.0	- 5.2	+11.9	13.65	12.90	
Shirts and furnishings.....	8	2,210	148.5	- 0.7	+10.8	31,124	139.5	- 1.1	+17.9	14.08	14.16	



## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY		No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
			No. of Wage Earners Week Ended May 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended May 15, 1931	Index Numbers 1923-1925 = 100			Week Ended	
				May, 1931	Per cent change compared with			May, 1931	Per cent change compared with			
					April, 1931	May, 1930				April, 1931		May, 1930
Foods and tobacco: (5) 32%		93	21,331	104.3	+ 1.2	— 7.0	\$ 406,588	94.4	+ 1.2	—13.8	\$19.06	\$19.03
Bread and bakery products.....			3,988	108.3	+ 2.6	— 4.4	104,367	102.1	+ 1.9	— 9.9	26.17	26.34
Confectionery.....		27	4,295	97.6	+ 3.6	+ 1.1	81,003	94.4	+ 2.8	— 7.8	18.86	18.97
Ice cream.....		13	1,333	108.5	+10.7	—13.8	40,231	102.5	+ 5.1	—20.0	30.18	31.80
Meat packing.....		11	1,950	94.5	— 1.6	— 2.0	50,792	80.7	+ 1.4	—15.0	26.05	25.30
Cigars and tobacco.....		28	9,765	102.0	— 1.1	—10.1	130,195	83.2	— 1.5	—16.9	13.33	13.38
Stone, clay and glass products: (3) 42%		71	11,731	58.7	— 3.1	—22.7	261,090	46.2	— 0.9	—36.6	22.26	21.72
Brick, tile and pottery.....		34	4,139	71.8	— 3.6	—18.8	73,093	49.0	— 9.4	—40.2	17.66	18.47
Cement.....		15	4,615	56.5	+ 2.5	—12.1	125,128	48.6	+ 6.3	—26.3	27.11	26.07
Glass.....		22	2,977	49.5	— 9.7	—37.6	62,869	41.2	— 3.5	—47.6	21.12	19.80
Lumber products: (3) 27%		52	3,702	55.3	— 3.7	—25.4	72,865	48.0	— 5.1	—31.4	19.68	20.05
Lumber and planing mills.....		16	776	33.6	+ 3.4	—49.2	15,300	30.2	+11.0	—53.8	19.72	18.22
Furniture.....		30	2,095	62.7	— 5.6	—16.0	43,490	53.6	— 9.9	—23.0	20.76	21.73
Wooden boxes.....		6	831	63.3	— 3.4	—10.1	14,075	55.4	— 5.5	—15.0	16.94	17.31
Chemical products: (5) 47%		58	11,638	91.7	+ 1.3	— 9.2	315,008	89.1	— 2.5	—18.4	27.07	27.78
Chemicals and drugs.....		34	1,185	70.1	— 6.9	—12.8	31,542	66.4	—18.9	—18.0	26.62	30.56
Coke.....		3	2,139	72.6	0.0	—33.9	54,562	58.9	— 2.6	—39.4	25.51	26.22
Explosives.....		3	474	73.6	— 1.2	—12.9	9,872	70.6	— 4.2	—21.6	20.83	21.46
Paints and varnishes.....		12	1,435	95.2	+ 5.9	— 4.9	37,297	98.9	+13.0	— 9.8	25.99	24.33
Petroleum refining.....		6	6,405	128.8	+ 2.7	+ 1.7	181,735	127.4	— 1.8	—11.6	28.37	28.99
Leather and rubber products: (4) 46%		46	10,166	92.5	— 2.0	— 5.0	220,904	88.8	— 5.1	—11.9	21.73	22.29
Leather tanning.....		17	5,492	99.9	— 1.0	— 4.2	134,551	95.0	— 1.6	— 9.4	24.50	24.67
Shoes.....		18	3,172	89.2	— 5.1	— 4.7	44,729	73.5	—20.1	—25.5	14.10	16.56
Leather products, other.....		7	644	81.3	+ 2.4	—18.3	16,574	89.6	+ 7.8	— 2.1	25.74	24.42
Rubber tires and goods.....		4	858	88.1	— 0.3	— 0.5	25,050	104.4	+ 1.8	— 4.0	29.20	28.53

## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended May 15, 1931	Index Numbers 1923-1925 = 100		Total Weekly Payroll Week Ended May 15, 1931	Index Numbers 1923-1925 = 100		Per cent change compared with April, 1931	Per cent change compared with May, 1930	May 15, 1931	Week Ended
			Per cent change compared with								
			May, 1931	May, 1930		April, 1931	May, 1930				
Paper and printing: (3) 30%	67	12,772	93.3	— 1.0	— 5.0	\$ 388,155	94.9	— 2.2	—12.2	\$30.39	\$30.79
Paper and wood pulp.....	13	3,765	81.1	— 0.9	— 4.1	94,301	73.7	— 4.2	—17.8	25.05	25.25
Paper boxes and bags.....	10	955	78.8	— 0.5	—12.4	15,646	81.7	+ 4.9	— 8.7	16.38	15.55
Printing and publishing.....	44	8,052	99.8	— 1.1	— 3.5	278,208	104.0	— 2.0	— 9.2	34.55	34.89
Anthracite coal mining <sup>2</sup> 75%.....	159	109,977	78.3	— 5.5	—15.2	2,978,485	64.6	+ 1.3	—24.7	27.08	25.24
Bituminous coal mining <sup>3</sup> 70%.....	398	61,526	83.7	— 1.8	— 8.1	1,027,015	55.0	— 6.5	—32.5	16.69	17.58
Building and contracting 5%.....	58	3,580	65.7	+ 8.8	—36.7	86,363	49.0	+ 2.9	—49.4	24.12	25.29
Road building—State Highways <sup>4</sup> 100%.....	8 Div.	13,165	.....	+36.9	—36.7	.....	.....	.....	.....	.....	.....
Construction.....	8 Div.	3,497	.....	+101.9	—69.8	.....	.....	.....	.....	.....	.....
Maintenance.....	8 Div.	9,668	.....	+22.7	+ 5.1	.....	.....	.....	.....	.....	.....
Street railways 55%.....	5	13,152	77.7	— 0.3	— 8.9	436,980	80.1	— 0.6	—13.8	33.23	33.34
Retail trade 20%.....	68	25,521	90.1	— 4.4	— 5.5	.....	.....	.....	.....	.....	.....
Wholesale trade 12%.....	81	3,859	89.7	— 0.2	— 1.8	.....	.....	.....	.....	.....	.....

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

<sup>2</sup>Anthracite figures are from the Anthracite Bureau of Information.

<sup>3</sup>Bituminous figures are from the U. S. Bureau of Labor Statistics. (Chain index—January, 1929 = 100)

<sup>4</sup>Data as of June 1, 1931, Department of Highways report.

## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended May 15, 1931	Total Weekly Wages Week Ended May 15, 1931	Total Weekly Employment Week Ended		Per Cent Change	Average Hourly Earnings Week Ended	
				May 15, 1931	April 15, 1931		May 15, 1931	April 15, 1931
<b>ALL MANUFACTURING INDUSTRIES: (48).....</b>	<b>583</b>	<b>197,072</b>	<b>\$4,447,668</b>	<b>7,859,323</b>	<b>8,381,346</b>	<b>— 6.2</b>	<b>\$ .566</b>	<b>\$ .573</b>
<b>Metal products:</b>	<b>204</b>	<b>111,530</b>	<b>2,533,632</b>	<b>4,091,646</b>	<b>4,549,693</b>	<b>—10.1</b>	<b>.619</b>	<b>.621</b>
Blast furnaces.....	10	1,605	38,643	66,762	68,513	— 2.6	.579	.577
Steel works and rolling mills.....	37	57,154	1,329,950	2,089,070	2,416,029	—13.5	.637	.636
Iron and steel forgings.....	8	1,126	24,321	43,575	44,942	— 3.0	.558	.554
Structural iron work.....	7	1,307	30,658	50,186	47,580	+ 5.5	.611	.602
Steam and hot water heating appliances.....	13	2,568	55,059	95,401	106,215	—10.2	.577	.583
Stoves and furnaces.....	3	117	2,073	3,188	3,266	— 2.4	.650	.692
Foundries.....	30	5,904	117,262	194,112	217,336	—10.7	.604	.598
Machinery and parts.....	38	7,293	158,055	266,086	295,862	—10.1	.594	.589
Electrical apparatus.....	22	26,062	604,455	961,531	1,021,921	— 5.9	.629	.630
Engines and pumps.....	10	1,894	36,563	62,167	65,859	— 5.6	.588	.603
Hardware and tools.....	15	3,943	78,770	153,635	154,680	— 0.7	.513	.526
Brass and bronze products.....	11	2,557	57,823	105,933	107,490	— 1.4	.546	.546
<b>Transportation equipment:</b>	<b>28</b>	<b>14,247</b>	<b>339,046</b>	<b>537,671</b>	<b>597,335</b>	<b>—10.0</b>	<b>.631</b>	<b>.658</b>
Automobiles.....	4	3,290	87,009	143,461	151,838	— 5.5	.606	.745
Automobile bodies and parts.....	8	3,639	82,768	136,412	169,246	—19.4	.607	.614
Locomotives and cars.....	8	3,027	61,201	101,936	127,506	—20.1	.600	.588
Railroad repair shops.....	4	1,705	35,683	50,743	51,741	— 1.9	.703	.703
Shipbuilding.....	4	2,386	72,385	105,119	97,004	+ 8.4	.689	.743
<b>Textile products:</b>	<b>99</b>	<b>30,397</b>	<b>563,001</b>	<b>1,338,239</b>	<b>1,339,717</b>	<b>— 0.1</b>	<b>.421</b>	<b>.428</b>
Cotton goods.....	9	1,726	32,801	73,192	71,957	+ 1.7	.448	.464
Woolens and worsteds.....	10	1,648	36,031	78,055	67,078	+16.4	.462	.466
Silk goods.....	31	13,369	215,544	567,391	607,202	— 6.6	.380	.387
Textile dyeing and finishing.....	7	638	14,003	27,673	32,130	—13.9	.506	.464
Carpets and rugs.....	6	2,031	41,576	85,555	77,860	+ 9.9	.486	.513
Hosiery.....	13	6,687	157,142	309,620	290,503	+ 6.6	.508	.533
Knit goods, other.....	10	1,597	26,646	72,856	64,648	+12.7	.366	.351
Men's clothing.....	3	209	2,739	9,285	8,804	+ 5.5	.295	.302
Women's clothing.....	7	1,301	18,551	61,340	64,470	— 4.9	.302	.304
Shirts and furnishings.....	3	1,191	17,966	53,272	55,065	— 3.3	.337	.351

## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended May 15, 1931	Total Weekly Wages Week Ended May 15, 1931	Total Weekly Employee Hours			Average Hourly Earnings Week Ended	
				Week Ended		Per Cent Change	May 15, 1931	April 15, 1931
				May 15, 1931	April 15, 1931			
<b>Foods and tobacco:</b>	55	8,658	\$ 188,476	417,360	405,395	+ 3.0	\$ .452	\$ .463
Bread and bakery products.....	21	2,167	51,799	109,385	105,976	+ 3.2	.474	.480
Confectionery.....	7	2,183	45,690	105,639	105,302	+ 0.3	.433	.441
Ice cream.....	8	841	26,288	49,365	43,990	+ 12.2	.533	.563
Meat packing.....	9	1,074	28,292	52,680	50,877	+ 3.5	.537	.555
Cigars and tobacco.....	10	2,393	36,407	100,291	99,250	+ 1.0	.363	.377
<b>Stone, clay and glass products:</b>	47	8,595	197,623	369,157	359,793	+ 2.6	.535	.534
Brick, tile and pottery.....	23	2,655	49,333	101,924	108,068	- 5.7	.484	.479
Cement.....	10	3,773	100,907	184,449	174,030	+ 6.0	.517	.545
Glass.....	14	2,167	47,383	82,784	77,695	+ 6.5	.572	.581
<b>Lumber products:</b>	44	2,765	58,638	113,474	116,831	- 2.9	.517	.541
Lumber and planing mills.....	12	477	10,979	19,980	16,932	+ 18.0	.549	.583
Furniture.....	28	1,857	39,267	75,712	80,701	- 6.2	.519	.548
Wooden boxes.....	4	431	8,392	17,782	19,198	- 7.4	.472	.476
<b>Chemical products:</b>	28	7,984	221,101	389,337	395,075	- 1.5	.568	.574
Chemicals and drugs.....	14	684	18,773	39,477	42,607	- 7.3	.476	.592
Paints and varnishes.....	9	1,389	36,069	67,809	60,384	+ 12.3	.532	.521
Petroleum refining.....	5	5,911	166,259	282,051	292,084	- 3.4	.589	.581
<b>Leather and rubber products:</b>	29	5,128	116,667	239,351	249,455	- 4.1	.487	.479
Leather tanning.....	9	2,094	54,621	99,012	100,717	- 1.7	.552	.546
Shoes.....	10	1,596	21,369	67,657	78,953	- 14.3	.316	.342
Leather products, other.....	6	580	15,627	28,709	26,432	+ 8.6	.544	.545
Rubber tires and goods.....	4	858	25,050	43,973	43,353	+ 1.4	.570	.570
<b>Paper and printing:</b>	49	7,755	228,434	360,421	368,052	- 2.1	.634	.632
Paper and wood pulp.....	9	2,942	77,448	140,927	145,868	- 3.4	.550	.531
Paper boxes and bags.....	7	574	9,681	26,193	25,809	+ 1.5	.370	.380
Printing and publishing.....	33	4,239	141,305	193,301	196,375	- 1.6	.731	.729
<b>Building and contracting:</b>	48	3,085	70,351	116,528	116,545	- 0.0 <sup>1</sup>	.604	.637

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—CITY AREAS<sup>1</sup>

CITY AREA	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended May 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended May 15, 1931	Index Numbers 1923-1925 = 100			Week Ended	
			Per cent change compared with				May, 1931	Per cent change compared with			
			May, 1931	April, 1931	May, 1930			April, 1931	May, 1930		
Allentown—Bethlehem—Easton.....	76	21,960	66.9	- 6.0	-23.8	\$ 505,248	55.9	- 8.4	-37.5	\$23.01	\$23.57
Altoona.....	14	2,449	83.1	+ 0.5	- 3.9	45,645	73.1	- 4.2	-20.2	18.64	19.55
Erie.....	23	8,074	86.7	- 2.0	-22.0	186,932	70.9	- 8.4	-38.3	23.15	24.80
Harrisburg.....	32	9,451	83.3	- 4.7	-18.9	205,438	74.2	-11.9	-33.0	21.74	23.40
Hazleton—Pottsville.....	19	2,911	71.1	- 9.9	-30.8	47,261	59.6	-10.6	-40.6	16.24	16.34
Johnstown.....	15	6,063	58.0	-22.0	-41.1	182,507	50.7	-25.1	-49.8	30.10	31.35
Lancaster.....	29	4,959	77.0	+ 1.6	- 5.9	98,244	67.4	+ 1.7	-14.5	19.81	19.80
New Castle.....	11	4,349	60.3	- 1.3	-21.7	95,394	45.3	-12.9	-40.5	21.93	24.81
Philadelphia.....	251	81,802	80.0	- 0.5	-17.7	2,007,213	75.6	- 0.7	-25.4	24.54	24.70
Pittsburgh.....	92	63,684	68.8	- 1.4	-17.5	1,410,199	54.5	- 9.2	-37.6	22.14	24.01
Reading—Lebanon.....	67	22,116	83.7	+ 0.4	-14.5	446,380	68.7	- 1.3	-23.7	20.18	20.55
Scranton.....	35	5,135	78.8	- 5.2	-13.7	84,281	66.2	- 6.6	-21.4	16.41	17.22
Sunbury.....	24	7,351	68.9	- 3.5	-22.2	118,853	53.0	- 8.1	-38.4	16.17	17.11
Wilkes-Barre.....	24	6,220	93.3	- 6.8	- 9.5	90,247	78.3	- 8.6	-20.8	14.51	14.84
Williamsport.....	25	4,493	75.9	+ 1.5	-20.4	97,607	74.3	- 7.1	-29.7	21.72	23.77
York.....	49	5,536	83.6	- 5.0	-13.1	97,910	69.9	- 5.0	-23.6	17.69	17.70

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.



## INDUSTRIAL ACCIDENTS IN MAY REACH SECOND LOWEST TOTAL SINCE INCEPTION OF THE WORKMEN'S COMPENSATION LAW

Accidents in industry declined in May, reaching the second lowest total recorded for any month since the inception of the Workmen's Compensation Law in January, 1916. A total of 9,076 accidents were reported to the Bureau of Workmen's Compensation during May, only 32 in excess of the 9,044 accidents reported in February, 1931, the low mark of industrial casualties in Pennsylvania. Fatal accidents in May numbered 143, an increase of 19, or 15.3 per cent, as compared with the total for April. Non-fatal accidents totaled 8,933 in May, a reduction of 143, or 1.6 per cent, from the total for the previous month. Progress in accident prevention, increased efficiency of labor, and a slackening in employment as industry entered the summer months undoubtedly were factors in the low total of accidents for May. In comparison with the accident totals for May, 1930, fatal accidents for May, 1931, show an increase of 16, or 12.6 per cent, and non-fatalities declined 3,126, or 25.9 per cent.

The 143 deaths from accidents in industry during May were classified industrially as follows: construction and contracting, 15; manufacturing, 30; coal mining, 58 (anthracite, 34, and bituminous, 24); quarrying and non-coal mining, 2; transportation, 7; public utilities, 3; trade, 10; state and municipal, 11; and miscellaneous, 7. Anthracite coal mining, quarrying, public utilities, and miscellaneous industries show slightly decreased fatality totals for May as compared with April, the outstanding decrease occurring in anthracite coal mining where fatal accidents were 7 less than in April. No fatal accidents were reported by the hotel and restaurant group in May. The manufacturing industries reported 16 more deaths in May than in April, an increase of 114.3 per cent. The increase in manufacturing fatalities in May following a large reduction in April is due to increases in the following industries: chemicals and allied products, 2 more than in April; clay, glass and stone products, 3; clothing manufacturing, 1; food products, 2; lumber manufacturing, 2; textiles, 2; and metals and metal products, an increase of 4 over the April total. Seasonal expansion of the construction and contracting industry was reflected in 5 additional deaths in that industry in May as compared with the previous month. Increased fatal accident totals were reported from the following groups: bituminous coal mining, an increase of 6; trading, an increase of 4; transportation, an increase of 1; and state and municipal, an increase of 1 over the April total.

Falling objects, cars and engines, falls of persons, motor vehicles, working machinery, and explosives were responsible for 80 per cent of the fatal accidents reported during May. Falling objects continues to hold first place as the major cause of fatal accidents in industry, accounting in May for 47, or 33 per cent, of the total fatalities reported. Forty, or 85 per cent, of the deaths due

to falling objects occurred in coal mines. Twenty workers died from injuries received in car and engine accidents. Falls of persons was responsible for 15 deaths, motor vehicles for 14 deaths, and working machinery and explosives for 9 deaths each. Handling objects, falling objects, falls of persons, hand tools and working machinery were the principal causes of non-fatal injuries, accounting for 80 per cent of the non-fatal accidents reported during May.

Accident totals in the three main industry groups for the first five months of 1931 as compared with the corresponding period in 1930 are as follows:

ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

INDUSTRY	Five Months, 1931		Five Months, 1930		Per Cent Increase or Decrease in 1931	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
General industrial.....	294	27,614	340	38,749	-13.5	-28.7
Coal mining.....	308	17,019	343	19,501	-10.2	-12.7
Transportation and public utilities....	64	2,008	59	3,228	+ 8.5	-37.8
TOTAL.....	666	46,641	742	61,478	-10.2	-24.1

COMPENSATION

Payments to injured workers, or to the dependents of those fatally injured, amounting to \$981,615 were involved in the agreements in 4,743 cases approved by the Bureau of Workmen's Compensation in May, 1931. Compensation was awarded in May for the following classes of injury:

99 fatal cases.....	\$293,981
264 permanent disability cases.....	350,002
4,380 temporary disability cases.....	337,632

The total number of compensation agreements approved in May was 2,450 cases, or 34 per cent, less than in April, while the amount of compensation awarded dropped \$420,654, or 30 per cent. This reduction in the number of compensable accident cases is to be expected in view of the reduction in the number of accidents reported.

Agreements approved in permanent disability cases declined 17.1 per cent in May as compared with April. The 264 cases of permanent disability compensated during May included awards for the loss, or loss of use, of 46 eyes, 8 arms, 17 hands, 114 fingers, 57 part fingers, 10 legs, and 11 feet. Awards also were made in 17 cases of facial disfigurement, in 13 cases of permanent partial disability, and 11 cases of permanent total disability. Included among the permanent disability cases approved in May were two cases of double eye loss, and one case of the loss of use of both arms. The worker who lost the use of both arms was employed in the lumber industry and was injured in a fall down a flight of stairs. One victim of a double eye loss was blinded by flying objects while engaged in the manufacture of tools. The other victim of a double eye

loss was robbed of his eyesight when struck by material thrown in the kick-back of a circular saw used in the making of wooden boxes.

Despite the decline in the number of temporary disability cases compensated in May, the average severity per case increased from 42.3 days in April to 44.1 days in May, or 4.2 per cent. The severity of temporary disability accidents compensated during the first five months of 1931 is 42.5 days as compared to 42.0 days for the corresponding period in 1930.

As a result of the \$420,000 decline in the amount of compensation awarded during May, total compensation awarded for the first five months of 1931 fell \$257,868 below the total for the corresponding period last year. Six million four hundred sixty-seven thousand eight-five dollars was awarded to victims of industrial accidents during the first five months of 1931 as compared with \$6,724,953 awarded during the corresponding period in 1930, a 3.8 per cent decline.

## INDUSTRIAL ACCIDENT FREQUENCY FOR MAY, 1931, BY COUNTY

COUNTY <sup>1</sup>	Number of Accidents Reported		Rate of Accidents per 1,000 of Estimated Working Population <sup>2</sup>		Comparative Rank of Low Accident Frequency
	Fatal	Non-fatal	May, 1931	Equivalent Annual Rate	
All Counties (67)—Total.....	143	8,933	2.47	29.08	..
Adams.....	1	11	.84	9.89	5
Allegheny.....	22	1,292	2.54	29.91	49
Armstrong.....	..	81	2.64	31.08	52
Beaver.....	..	87	1.61	18.96	24
Bedford.....	1	22	1.56	18.37	23
Berks.....	2	170	1.97	23.20	36
Blair.....	1	44	.84	9.89	4
Bradford.....	..	18	.91	10.71	7
Bucks.....	..	53	1.46	17.19	17
Butler.....	..	65	2.08	24.49	39
Cambria.....	8	244	3.20	37.68	58
Cameron.....	..	2	.91	10.71	6
Carbon.....	..	83	3.39	39.91	61
Centre.....	1	50	2.76	32.50	54
Chester.....	1	86	1.80	21.19	27
Clarion.....	..	41	2.98	35.09	56
Clearfield.....	..	68	1.89	22.25	32
Clinton.....	..	29	2.26	26.61	45
Columbia.....	1	40	2.14	25.20	42
Crawford.....	1	47	1.96	23.08	35
Cumberland.....	1	29	1.17	13.77	11
Dauphin.....	4	163	2.63	30.97	51
Delaware.....	3	201	2.10	24.73	40
Elk.....	..	52	3.90	45.92	63
Erie.....	2	120	1.84	21.66	29
Fayette.....	3	171	2.27	26.73	46
Forest.....	..	5	2.17	25.55	43
Franklin.....	..	38	1.51	17.78	20
Fulton.....	1	3	1.09	12.83	9
Greene.....	2	56	3.83	45.10	62
Huntingdon.....	3	30	2.14	25.20	41
Indiana.....	4	80	2.77	32.61	55
Jefferson.....	..	42	1.94	22.84	34
Juniata.....	..	7	1.24	14.60	15
Lackawanna.....	6	600	5.09	59.93	66
Lancaster.....	5	135	1.88	22.14	31
Lawrence.....	..	44	1.19	14.01	12
Lebanon.....	1	39	1.55	18.25	21
Lehigh.....	1	72	1.12	13.19	10
Luzerne.....	15	992	5.98	70.41	67
Lycoming.....	1	63	1.80	21.19	28
McKean.....	..	57	2.74	32.26	53
Mercer.....	1	45	1.20	14.13	14
Mifflin.....	..	30	2.03	23.90	38
Monroe.....	..	16	1.50	17.66	19
Montgomery.....	1	195	2.03	23.90	37
Montour.....	..	1	.18	2.12	1
Northampton.....	2	109	1.72	20.25	25
Northumberland.....	3	195	3.98	46.86	64
Perry.....	..	9	1.04	12.25	8
Philadelphia.....	16	1,390	1.86	21.90	30
Pike.....	..	1	.34	4.00	2
Potter.....	..	16	2.19	25.79	44
Schuylkill.....	11	447	5.06	59.58	65
Snyder.....	..	5	.69	8.12	3
Somerset.....	..	104	3.26	38.38	60
Sullivan.....	1	7	2.51	29.55	48
Susquehanna.....	..	16	1.19	14.01	13
Tioga.....	..	25	1.90	22.37	33
Union.....	..	10	1.50	17.66	18
Venango.....	2	61	2.59	30.50	50
Warren.....	..	25	1.55	18.25	22
Washington.....	3	251	3.24	38.15	59
Wayne.....	..	35	3.17	37.32	57
Westmoreland.....	9	261	2.38	28.02	47
Wyoming.....	..	8	1.35	15.90	16
York.....	1	109	1.74	20.49	26
Out of State.....	2	29	....	....	..

<sup>1</sup>Counties having an accident rate higher than the average for all counties are printed in red.<sup>2</sup>Rate is of accidents in all industries including the coal mining and transportation and public utility industries.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
ACCIDENT REPORTS RECEIVED

1931	Total			General Industrial		Coal Mining		Transportation and Public Utilities	
	Total	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
TOTAL—Five Months, 1931.....	47,307	666	46,641	294	27,614	308	17,019	64	2,008
January.....	10,767	153	10,614	59	6,237	75	3,864	19	513
February.....	9,044	117	8,927	47	5,116	55	3,429	15	382
March.....	9,220	129	9,091	60	5,254	61	3,445	8	392
April.....	9,200	124	9,076	53	5,504	59	3,190	12	382
May.....	9,076	143	8,933	75	5,503	58	3,091	10	339
June.....	.....	...	.....	...	.....	...	.....	..	...
TOTAL—Five Months, 1930.....	62,220	742	61,478	340	38,749	343	19,501	59	3,228
GRAND TOTAL.....	2,688,952	35,348	2,653,604	15,160	1,677,929	14,950	753,300	5,238	222,375

<sup>1</sup>Since the inception of the Act—January 1, 1916.



# AGREEMENTS APPROVED BY THE BUREAU OF WORKMEN'S COMPENSATION

1931				
TOTAL—Five Months, 1931				
Total	Fatal	Permanent Disability	Temporary Disability	
32,693	726	1,584	30,383	
7,804	134	373	7,297	
6,829	192	296	6,341	
6,124	151	333	5,640	
7,193	150	318	6,725	
4,743	99	264	4,380	
.....	...	...	.....	
38,128	739	1,375	36,014	
1,130,768	29,784	35,851	1,065,133	
GRAND TOTAL				

## COMPENSATION AWARDED AND PAID

1931	AWARDED				PAID			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
TOTAL—Five Months, 1931....	\$ 6,467,085	\$ 2,316,630	\$ 1,977,756	\$ 2,172,699	\$ 5,871,793	\$ 1,758,739	\$ 1,940,355	\$ 2,172,699
January.....	1,372,470	435,014	457,217	480,239	1,249,971	339,481	430,251	480,239
February.....	1,361,529	533,737	368,450	459,342	1,134,901	297,335	378,224	459,342
March.....	1,349,202	512,483	419,075	417,644	1,165,208	370,828	376,736	417,644
April.....	1,402,269	541,415	383,012	477,842	1,206,031	348,815	379,374	477,842
May.....	981,615	293,981	350,002	337,632	1,115,682	402,280	375,770	337,632
June.....	.....	.....	.....	.....	.....	.....	.....	.....
TOTAL—Five Months, 1930....	\$ 6,724,953	\$ 2,557,600	\$ 1,473,584	\$ 2,693,769	\$ 6,022,542	\$ 1,717,213	\$ 1,611,560	\$ 2,693,769
GRAND TOTAL <sup>1</sup> ..	\$188,701,998	\$86,165,814	\$41,215,134	\$61,321,050	\$139,638,236	\$42,220,080	\$36,097,106	\$61,321,050

<sup>1</sup>Since the inception of the Act—January 1, 1916.

COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION  
PERMANENT INJURIES<sup>2</sup>

1931	Loss of Eyes		Loss of Arms		Loss of Hands		Loss of Fingers		Loss of Phalanges	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Five Months, 1931...	212	\$ 381,961	45	\$ 127,626	99	\$ 236,300	600	\$ 239,068	420	\$ 97,902
January.....	55	101,049	10	29,551	29	69,846	146	58,582	91	21,612
February.....	35	62,907	12	35,055	18	44,010	115	44,429	80	20,034
March.....	41	73,397	9	27,640	19	45,128	126	52,135	96	21,486
April.....	35	60,104	6	13,769	16	37,114	99	38,342	96	21,769
May.....	46	84,504	8	21,611	17	40,202	114	45,580	57	13,001
June.....	..	.....	..	.....	..	.....	..	.....	..	.....
TOTAL—Five Months, 1930.	180	\$ 323,594	36	\$ 101,071	81	\$ 198,534	646	\$ 268,812	469	\$ 108,599
GRAND TOTAL <sup>1</sup> .....	8,831	\$12,923,634	1,178	\$2,772,421	3,576	\$6,865,639	11,942	\$4,429,276	9,509	\$1,938,082

PERMANENT INJURIES<sup>2</sup>—(Concluded)

1931	Loss of Legs		Loss of Feet		Facial Disfigurement		Miscellaneous	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Per Total Dis.	Per Par. Dis. <sup>3</sup>
TOTAL—Five Months, 1931...	81	\$ 223,251	86	\$ 180,254	141	\$ 47,146	47	\$ 248,030
January.....	12	36,300	18	37,558	22	6,748	9	47,525
February.....	16	37,778	19	37,971	33	9,105	10	52,068
March.....	22	60,759	20	43,772	31	15,011	8	45,102
April.....	21	59,919	18	37,668	38	13,582	9	49,228
May.....	10	28,465	11	23,285	17	2,700	11	54,107
June.....	..	.....	..	.....	..	.....	..	.....
TOTAL—Five Months, 1930.	36	\$ 101,720	59	\$ 122,762	72	\$ 38,335	40	\$ 210,157
GRAND TOTAL <sup>1</sup> .....	1,667	\$3,886,509	2,282	\$3,982,064	965	\$483,412	787	\$3,521,064
							172	\$413,033

<sup>1</sup>Since the inception of the Act—January 1, 1916.

<sup>2</sup>Multiple losses separated respectively.

<sup>3</sup>New classification established July 7, 1930.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
DURING MAY, 1931

CAUSE	Total of All Industries			Construction and Contracting			Coal Mining		Quarrying and Mining other than Coal Mining			Manufacturing								Textiles																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
	F	NF	F	Building Construction		Other Construction		Contracting		Anthracite		Bituminous		NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F

\*F. = Fatal.

N. F. = Non-fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
DURING MAY, 1931—(Concluded)

CAUSE	Manufacturing—(Concluded)										Transportation and Public Utilities					Other Industries																													
	Metals and Metal Products										Steam Railroads					Other Transportation					Public Utilities					Hotels and Restaurants					Trading					State and Municipal					Miscellaneous				
	Total	Blast Furnaces and Steel Works	Rolling Mills	Foundries and Machine Shops	Fabrication	Car Repair Shops	Automobile Service Stations	Other	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF											
* TOTAL OF ALL CAUSES.....	15	1,130	3	47	2	212	4	224	4	429	1	52	1	166	..	60	5	135	2	111	3	93	..	143	7	596	3	92	11	390	7	539													
Working machinery and processes.....	4	160	..	1	2	27	2	40	..	82	..	5	5	..	16	..	..	..	..	6	..	2	..	14	..	22	..	2	..	4	..	27													
Boilers and pressure apparatus.....	..	3	1	..	1	..	..	..	..	..	..	1	..	..	..	..	..	..	..	1	..	1	..	..	..	2	..	..	..	1	..	1													
Pumps and prime movers.....	4	..	..	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	2	..	1	..	..	..	1	..	..	..	..	..	2													
Transmission apparatus.....	1	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	4													
Elevators and hoists.....	4	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	3	..	1	..	..	..	..	..	..	..	..	..	6													
Cranes and derricks.....	3	55	1	5	18	1	14	..	..	15	1	..	2	..	..	..	..	..	..	2	..	1	..	..	..	..	..	..	..	..	..	63													
Cars and engines.....	13	13	2	4	..	..	..	..	..	2	..	5	..	59	..	2	3	53	2	11	1	..	..	..	..	..	..	..	..	..	..	9													
Motor vehicles.....	1	73	..	..	..	..	..	..	..	11	..	2	1	..	..	1	..	..	..	29	..	10	..	..	..	..	..	..	..	..	..	8													
Other vehicles.....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	..	2	..	..	..	..	..	..	..	..	..	..													
Hand trucks.....	31	..	1	..	8	..	6	..	..	14	..	2	..	..	..	1	..	..	..	3	..	1	..	..	..	..	..	..	..	..	..	..													
Water and air craft.....	2	303	..	8	72	70	..	..	..	125	..	11	17	..	..	17	18	..	..	18	..	15	..	..	..	188	29	..	70	2	128														
Handling objects—by hand.....	..	121	7	15	17	..	..	..	..	43	..	9	30	..	..	4	9	..	..	6	..	11	..	..	..	68	7	..	36	..	40														
Hand tools.....	2	..	..	..	..	1	..	..	..	2	..	2	..	..	..	..	1	1	1	3	1	1	..	..	..	3	..	2	..	1	..	1													
Electricity.....	1	13	..	5	2	..	..	..	..	14	..	..	4	..	..	..	..	..	..	3	1	1	..	..	..	2	..	2	..	5	..	5													
Explosive substances.....	1	68	1	10	8	..	28	..	..	14	..	1	7	..	..	..	2	2	..	3	..	4	..	..	..	11	..	3	2	14	..	16													
Hot and corrosive substances.....	1	84	..	1	19	20	..	..	..	35	..	6	3	..	..	..	2	4	..	10	..	2	..	..	..	27	..	5	3	21	18	1													
Falling objects.....	3	113	1	3	22	10	2	..	..	46	..	8	24	..	..	3	7	25	..	19	25	38	..	..	..	3	119	21	..	84	1	138													
Falls of persons.....	..	46	..	..	8	..	..	..	..	19	..	1	9	..	..	2	8	..	..	5	4	7	..	..	..	7	33	6	1	23	2	40													
Stepping upon or striking against objects.....	..	..	..	3	..	3	..	7	..	16	..	..	5	..	..	..	2	1	5	..	..	3	..	..	..	5	23	..	1	2	39	2													
Miscellaneous.....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..													

\*F. = Fatal.  
N. F. = Non-fatal.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1927			1928			1929			1930			1931		
	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
January.....	170	14,497	14,667	161	11,975	12,136	161	13,644	13,806	180	14,107	14,287	153	10,614	10,767
February.....	184	13,101	13,285	145	11,912	12,057	137	12,140	12,277	155	11,914	12,069	117	8,927	9,044
March.....	354	27,598	27,952	306	23,887	29,193	298	25,784	26,082	335	26,021	26,356	270	19,541	19,811
April.....	162	14,332	14,494	145	12,539	12,684	195	13,712	13,907	115	12,089	12,204	129	9,091	9,220
May.....	516	41,930	42,446	451	36,426	36,877	493	39,496	39,989	450	38,110	38,560	399	28,032	29,031
June.....	169	12,693	12,862	139	10,928	11,067	151	12,593	12,744	167	11,309	11,476	124	9,076	9,200
July.....	685	54,623	55,308	590	47,354	47,944	644	52,089	52,733	617	49,419	50,036	523	37,708	38,231
August.....	172	12,869	13,041	360	13,041	13,401	179	13,677	13,856	125	12,059	12,184	143	8,933	9,076
September.....	857	67,492	68,349	950	60,395	61,345	823	65,766	66,589	742	61,478	62,220	666	46,641	47,307
October.....	185	13,441	13,626	190	12,503	12,693	137	13,679	13,816	139	11,871	12,010			
November.....	1,042	80,933	81,975	1,140	72,898	74,038	960	79,445	80,405	881	73,349	74,230			
December.....	176	12,548	12,724	138	12,291	12,429	172	13,302	13,474	171	12,066	12,237			
TOTAL.....	1,218	93,481	94,699	1,278	85,189	86,467	1,132	92,747	93,879	1,052	85,415	86,467			
	1,390	107,141	108,531	1,453	98,822	100,275	1,313	109,259	110,572	1,202	97,795	98,997			
	1,550	120,420	121,970	1,600	111,569	113,169	1,492	122,849	124,341	1,368	109,585	110,953			
	1,711	133,984	135,695	1,767	126,660	128,427	1,811	135,674	137,485	1,766	130,048	131,814			
	1,921	147,071	148,992	1,955	142,763	144,718	1,921	152,433	154,354	1,831	132,862	134,693			
	1,903	147,071	148,974	1,922	139,423	141,345	1,835	152,433	154,268	1,631	132,862	134,693			
	150	11,619	11,769	143	11,010	11,153	165	12,224	12,389	131	10,055	10,186			
TOTAL.....	2,053	158,690	160,743	2,065	150,433	152,498	2,000	164,057	166,057	1,762	142,917	144,679			

NOTE: The figures in italics represent the cumulative totals by month under each classification.



COMMONWEALTH OF PENNSYLVANIA  
DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

---

Harrisburg:.....Office of the Secretary,  
Industrial Board,  
Workmen's Compensation Board,  
Bureau of Employment,  
Executive Bureau,  
Bureau of Industrial Relations,  
Bureau of Industrial Standards,  
Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Statistics,  
Bureau of Workmen's Compensation,  
Bureau of Women and Children,  
South Office Building.

---

BRANCH OFFICES

Allentown:.....Lehigh Valley State Employment Office,  
529 Hamilton Street.  
State Workmen's Insurance Fund,  
6 Gerner Building, 838 Hamilton St.

Altoona:.....Cooperative State Employment Office,  
Central Trust Building.  
Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Commerce Building.  
State Workmen's Insurance Fund,  
333 Central Trust Building.

DuBois:.....Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Deposit National Bank Building.

Erie:.....State Employment Office,  
126 East Eleventh Street.

Franklin:.....State Workmen's Insurance Fund,  
413 Franklin Trust Building.

Gaines:.....State Workmen's Insurance Fund.

Greensburg:.....State Workmen's Insurance Fund,  
306 Coulter Building.  
Workmen's Compensation Referee,  
608 First National Bank Building.

- Harrisburg: . . . . . Bureau of Bedding and Upholstery,  
400 North Third Street.  
State Employment Office,  
Second and Chestnut Streets.  
State Workmen's Insurance Fund,  
18-26 South Fourth Street.
- Hazleton: . . . . . Bureau of Inspection,  
713 Hazleton National Bank Building.
- Johnstown: . . . . . Bureau of Inspection,  
427 Swank Building.  
State Employment Office,  
219 Market Street.  
State Workmen's Insurance Fund,  
1005 U. S. National Bank Building.
- Kane: . . . . . Workmen's Compensation Referee,  
Kane Trust and Savings Building.  
Bureau of Inspection,  
Fraley and Field Streets.
- Lancaster: . . . . . Cooperative State Employment Office,  
Y. M. C. A. Building.  
Bureau of Inspection,  
Workmen's Compensation Referee,  
Woolworth Building.
- Lock Haven: . . . . . State Workmen's Insurance Fund,  
214 Vesper Street.
- New Castle: . . . . . Cooperative State Employment Office,  
Y. M. C. A. Building,  
West Washington Street.
- Oil City: . . . . . Cooperative State Employment Office,  
Y. M. C. A. Building.
- Philadelphia: . . . . . State Employment Office (Main Office),  
Bureau of Rehabilitation,  
Steele Building, Fifteenth and Cherry Streets.  
Bureau of Inspection,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,  
Workmen's Compensation Board,  
Bureau of Women and Children,  
State Workmen's Insurance Fund,  
Market Street National Bank Building, 11th Floor,  
Market and Juniper Streets.
- Pittsburgh: . . . . . Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,

	Bureau of Industrial Relations, Fulton Building. State Employment Office, 622 Grant Street. State Workmen's Insurance Fund, 904 Park Building.
Pottsville:.....	Bureau of Rehabilitation, Workmen's Compensation Referee, 1 Ulmer Building. State Workmen's Insurance Fund, Baird Building.
Reading:.....	State Employment Office, 24 North Sixth Street.
Scranton:.....	State Employment Office, Linden Street and Madison Avenue. Bureau of Inspection, Workmen's Compensation Referee, State Workmen's Insurance Fund, 418 Union National Bank Building.
Sunbury:.....	State Workmen's Insurance Fund, 9 Witmer Building.
Towanda:.....	State Workmen's Insurance Fund, 216 Poplar Street.
Upper Darby:.....	Bureau of Inspection, 6908 Market Street. Bureau of Bedding and Upholstery, 303 McClatchey Building, 69th and Market Streets.
Wilkes-Barre:.....	Bureau of Rehabilitation, Workmen's Compensation Referee, Coal Exchange Building. State Workmen's Insurance Fund, 174 Carey Avenue.
Williamsport:.....	Bureau of Inspection, Workmen's Compensation Referee, Heyman Building. Cooperative State Employment Office, Y. M. C. A. Building, 343 West Fourth Street.
York:.....	Bureau of Workmen's Compensation, Central National Bank Building. State Workmen's Insurance Fund, 917 Wayne Avenue.

NOTE:—State Employment Offices are conducted in cooperation with the United States Employment Service.



# LABOR AND INDUSTRY

*Published monthly by*

DEPARTMENT OF LABOR AND INDUSTRY  
COMMONWEALTH OF PENNSYLVANIA

A. M. NORTHRUP, M. D., *Secretary*

EFFIE REIMENSNYDER, *Editor*

---

---

Vol. XVIII

AUGUST, 1931

No. 8

---

---

## Contents

	<i>Page</i>
The Making of Industrial Safety Regulations. . . . . John Campbell, Director, Bureau of Industrial Standards.	3
The Administration of Industrial Home-Work Regulations in 1930. . . . . Beatrice McConnell, Director, Bureau of Women and Children.	7
Health Hazards in the Use of Carbon Tetrachloride. . . . . Elizabeth B. Bricker, M.D., Chief, Hygiene and Sanitation Section, Bureau of Industrial Standards.	10
They Put Safety First. . . . .	13
Recent Decisions of the Workmen's Compensation Board. . . . .	18
Review of Industrial Statistics. . . . . William J. Maguire, Director, Bureau of Statistics.	29
Directory of Offices. . . . .	54



DEPARTMENT OF LABOR AND INDUSTRY

A. M. NORTHRUP, M. D., *Secretary*  
CHARLOTTE E. CARR, *Deputy Secretary*

---

BUREAU OF INSPECTION

HARRY D. IMMEL, *Director*  
T. J. GOULD, *Assistant Director*

---

BUREAU OF WORKMEN'S COMPENSATION

W. H. HORNER, *Director*  
M. G. LEHMAN, *Assistant Director*

---

BUREAU OF REHABILITATION

HARRY TREBILCOX, *Director*

---

BUREAU OF EMPLOYMENT

S. S. RIDDLE, *Director*

---

BUREAU OF INDUSTRIAL STANDARDS

JOHN CAMPBELL, *Director*  
S. W. HOMAN, *Assistant Director*

---

BUREAU OF INDUSTRIAL RELATIONS

AMBROSE LANGAN, *Director*

---

BUREAU OF STATISTICS

WILLIAM J. MAGUIRE, *Director*  
TOLBERT C. K. SMEE, *Assistant Director*

---

BUREAU OF WOMEN AND CHILDREN

BEATRICE McCONNELL, *Director*

---

BUREAU OF BEDDING AND UPHOLSTERY

M. P. FREDERICK, *Director*  
FRED W. WYBLE, *Assistant Director*

---

BUREAU OF ACCOUNTING

IVAN L. MEASE, *Director*

---

WORKMEN'S COMPENSATION BOARD

A. M. NORTHRUP, M. D., *ex-Officio*  
ARTHUR C. DALE, *Chairman*  
EDWARD J. HUNTER

WILLIAM J. BURCHINAL  
J. C. DETWEILER, *Secretary*

---

STATE WORKMEN'S INSURANCE BOARD

A. M. NORTHRUP, M. D., *Chairman*

EDWARD MARTIN, *State Treasurer*

CHARLES F. ARMSTRONG, *Insurance Commissioner*

---

STATE WORKMEN'S INSURANCE FUND

W. JACK STITELER, JR., *Manager*

# THE MAKING OF INDUSTRIAL SAFETY REGULATIONS

BY JOHN CAMPBELL,

*Director, Bureau of Industrial Standards*

The most valuable thing in the world today is human life. The greatest service that any one can render is to aid in its preservation.

About 5,935 years ago a man asked the question, "Am I my brother's keeper?" Through the centuries, nations have evaded answering, but Pennsylvania realizes her responsibility by answering through her industrial safety regulations, "Yes."

Safety precautions are not new. As far back as 3380 B. C., building contractors were instructed as follows:

"When thou buildest a new house  
Then thou shalt make a battlement for thy roof  
That thou bring not blood upon thine house  
If any man fall from thence."

I have quoted from the Bible, Deut. 22:8, and herein we find the old Mosaic Law as the foundation stone of modern safety regulations.

The Pennsylvania Department of Labor and Industry is empowered by the Legislature to make, alter, amend, and repeal general rules and regulations to provide reasonable and adequate protection for the life, health, safety, and morals of all persons in all rooms, buildings and places in this Commonwealth where labor is employed. Industrial regulations are the means to carry out and give effect to laws. The Bureau of Industrial Standards of the Department of Labor and Industry is the code-making body, and it has developed 53 sets of regulations that have the approval of the Industrial Board and which are being enforced by the Bureau of Inspection.

The Industrial Board is required by law to approve all regulations. It is composed of four members, each one representing a separate group of the state. One represents labor, one represents manufacturing, one represents the women of the state, and one represents the general public. It is seen, therefore, that when a regulation is adopted and approved by the Industrial Board it is in reality being adopted and approved by the people of the state generally through their representatives on the Industrial Board.

These regulations are wide in scope covering protection of persons, of machines, of groups, protection by sanitation, by working conditions, by appliances, and by location of industry.

An idea of their general application may be gained by citing some of the subjects covered: bakeries, bottling works, boilers, canneries, cereal mills, cranes, construction work, elevators, foundries, electric safety, industrial home

work, lighting, sanitation, labor camps, laundries, machine tools, mechanical power transmission, pits and quarries, fire works and other explosives, punch presses, lead plants, printing, spray painting, and fire and panic.

Industrial regulations affect all classes of buildings and institutions such as: factories, office buildings, mercantile buildings, private and public institutions, hospitals, schools, warehouses, garages, churches, apartment houses, hotels, theatres and moving picture theatres, and places of assembly.

The importance of the regulations affecting these particular buildings may be judged by their contents. Types of construction are considered in three classes, namely: frame, slow burning, and fire resisting. The number of occupants of each of the various classes has a great deal to do with the type of construction. Change of use will also in a great many cases bring a building into another classification. It is of paramount importance that there be a sufficient number of exits to insure safety under any and all conditions. The use of buildings at night determines the necessity for emergency lighting systems that will function when the normal source of lighting is suddenly disabled. Fire alarm systems are a requisite in certain buildings. The proper sanitary and lighting equipment is worked out in a scientific manner. Safeguards for making safe the operation of all machinery and other equipment are provided for. And what is detailed in these particular regulations is but an example of the care taken to cover hazards in labor and industry generally.

All regulations are not enforced throughout the whole state. Certain cities of the 1st class, 2nd class, and 2nd Class A have their own regulations which antedate the adoption of state codes. There is a general movement on foot, however, which we believe will result in the voluntary adoption of the state regulations by these excepted cities.

Primarily, the main object of a code is the preservation of human life. For the year 1930 there were reported to the Workmen's Compensation Bureau a total of 1,762 fatal industrial accidents and 142,917 non-fatal industrial accidents. The Travelers' Insurance Company claims that exhaustive study reveals that 98 per cent of all accidents are preventable and that only 2 per cent are unpreventable. Were this ideal condition existing in Pennsylvania, our 1,762 fatal accidents would be 35.

By reducing accidents, automatically we reduce the cost of living as is shown in the fact that accidents in 1930 in Pennsylvania cost each citizen ten dollars or a total of \$81,750,000. A lost-time accident means lost wages and consequent increase in poverty. On the contrary, reduction of accidents means decreased cost of production and lower selling prices and lower cost of living.

Codes help to equalize industrial competition by requiring similar working conditions, similar standard of quality of materials, and similar welfare protection for all employes. Scrupulous and humane employers spend large sums of money for the protection of employes. Unscrupulous employers who do not maintain the same high standards are able to quote lower prices in competition, but a

code that establishes high standards and is rigidly enforced will eliminate a large part of this unfair competition and at the same time insure full value for money expended.

Last but not least a code rigidly enforced protects the careful worker from the careless worker.

In the matter of drafting a code there are certain basic factors to be considered: The code must protect life, must protect property, must not be partial to any group, must not throttle development, must not benefit any machine or process, must not lower production, and must not cost excessively.

The necessity of a code is determined by:—

1. The accident reports filed in the Department.

Every employer is required to report accidents to the Department of Labor and Industry. These accidents are noted and if the same type occurs frequently or by the use of the same apparatus, detailed study is made as to a new code.

2. Inspector's reports from each district.

Inspectors are in a position to see work under normal conditions and can judge of the hazards and of the need for protection.

3. Welfare organizations.

These organizations see sanitary and other living conditions and report to the Department, the result often being new codes for guarding lives.

4. Investigations.

These may be conducted by the Bureau as well as by individual industries and their conclusions referred to the Bureau for action.

5. Legislation.

Legislation is often a mere skeleton frame work requiring details to be filled in by codes.

The source of data comes from personal investigation, scientific study, experiments, codes of other states, U. S. Department of Labor, National Societies, and local committees.

The personnel of the Bureau of Industrial Standards is officially the representative of the State of Pennsylvania on some 15 scientific and engineering committees, both professional and national, and is therefore in a position to obtain information that might not be available otherwise. In addition, all processes of industry and records of manufacturers are obtainable at all times for study. In making codes the time limit is variable. Since they concern life and industry it is important that time enough be taken to study from every standpoint their effect on all the contributing elements.



It is necessary to avoid throttling improvements and yet hazards must be eliminated. Often the trial and error method is necessary especially in traversing unknown fields. In other words, generally, codes must be built as we build character, slowly and surely. One code, however, that affected a seasonal product was completed in 30 days due to the great hazard that developed and which had to be eliminated immediately. Other codes have required from one to four years for completion depending on the amount of material available and the quantity of research required. Special committees of experts are often enlisted to aid in their development, and these include technicians, insurance representatives, contractors, legal and medical advisors.

After a preliminary draft of a code is made the Industrial Board of the State may hold public hearings in large cities of the State giving all who are affected the opportunity to make constructive or destructive criticism. Much valuable information is obtained to make the code more workable and adaptable to all sections of the State. After the hearings it may be revised in the light of the criticisms received, and a final draft adopted by the Board. Thirty days after its adoption it becomes a State code to be enforced by the Bureau of Inspection.

If the application or practical operation of the code shows a need of revision a way is provided for this in appeals to the Industrial Board. Changes in manufacturing, or new discoveries make certain requirements obsolete. It is necessary therefore to revise the codes continually to meet these changing conditions. Always, however, the Department has in mind the elimination of all hazards and the preservation of the life of the citizens.

The Bureau of Industrial Standards is charged also with the duty of recommending for approval certain parts or equipment of machines that are considered hazardous. A complete study of every device is made to determine if it meets the requirements of the regulations, whether it is practicable and dependable, and whether the manufacturer is of such standing as to guarantee the continued manufacture of the device according to specifications.

General research into problems affecting both labor and industry is carried on—not only in the mechanical field, but also in dealing with the problem of health as affected by employment. Methods of manufacture, carrying with them a health hazard, require at times long continued investigation and remedial measures are sought after. The Bureau welcomes the opportunity to aid industry along all these lines.



# THE ADMINISTRATION OF INDUSTRIAL HOME WORK REGULATIONS IN 1930

PREPARED BY

*Bureau of Women and Children*

BEATRICE McCONNELL, *Director*

Since 1925, when the Home-Work Regulations became effective, industrial home work in Pennsylvania has been under the supervision of the Department of Labor and Industry and subject to the same laws as work carried on in the factory proper. On December 31, 1930, there were 1,202 employers licensed to distribute work to home workers. Although a considerable number of employers discontinued home work during the year this decrease was made up by other employers who had just begun to send out home work. That the prevailing business depression affected home work to some extent, however, is evidenced by the drop in the number of home workers to 10,772 nearly 1,200 less than in the preceding year. Reports from the home workers themselves indicate also that although they were still retained in the firm's employ they had much less work than in former years.

TABLE I—LICENSED EMPLOYERS AND HOME WORKERS, 1926-1930

YEAR	Employers	Home Workers*
1926.....	910	11,883
1927.....	1,161	12,659
1928.....	1,240	11,309
1929.....	1,204	11,832
1930.....	1,202	10,772

\*Number of home workers reported in September of each year.

There has been no outstanding change in the industrial distribution of home work since the home work regulations have been in force. The manufacture of clothing continues to be the most important home work industry in the state. In 1930, two-thirds of the licensed home work employers were clothing manufacturers and two-thirds of the home workers were employed in this industry. In spite of depressed business conditions which reduced home work in general the number of home workers in women's and children's clothing and in knit goods actually showed an increase in 1930 over previous years. The most material decrease in home work in 1930 was in tobacco and art needlework.

TABLE II—LICENSED HOME-WORK EMPLOYERS AND HOME WORKERS  
BY INDUSTRY

INDUSTRY	Licensed Employers		Home Workers	
	Number	Per Cent	Number	Per Cent
Art needlework.....	65	5.4	544	5.1
Clothing, men's.....	362	30.1	2,361	21.9
Clothing, miscellaneous.....	152	12.6	976	9.1
Clothing, women's and children's.....	96	8.0	1,313	12.2
Knit goods.....	188	15.6	2,363	21.9
Novelties and toys.....	27	2.2	807	7.5
Tags.....	8	.7	351	3.2
Tobacco.....	161	13.4	602	5.6
Miscellaneous.....	143	11.9	1,455	13.5
TOTAL.....	1,202	100.0	10,772	100.0

In the administration of the home work regulations the Bureau of Women and Children has recognized as its basic task the enforcement of the laws regulating the employment of women and children engaged in home work. Every effort is made to see that the employers understand the laws and regulations affecting industrial home work and that their distribution of work is organized so as to meet these standards. This frequently necessitates a change in the time of distributing work, or perhaps a limitation in the amount of work given based on the number of persons in the family who may legally be employed on the work. The instruction of home workers as to the legal standards that govern their work is fundamentally the responsibility of the employer. However, in the home work investigations made by the Bureau a consistent effort is made to see that the home worker not only has a knowledge of the law, but an understanding of it and a realization of its importance.

During the year 1930 investigations were made of 2,205 home working families. Since it was impossible to visit all home working families during this period, the efforts of the Bureau were concentrated on industries where past experience showed the possibility of violation of the Woman's Law or the Child Labor Law to be greatest. In 295, or 13 per cent, of the homes visited violations of the law were found. That the sore spot in industrial home work in Pennsylvania is illegal child labor is indicated by the findings of these investigations. In 221 of the 295 homes where violations were found, children were working illegally. Violations of the Woman's Law were not nearly so frequent, but women were found working illegal hours in 86 of the 295 homes. The homes visited were often disorderly, but in very few cases could they be classed as insanitary. When the Bureau of Women and Children first began its investigation of home work, occasionally work was found in homes where there was contagious or infectious disease. Now, after five years of regulation of home work, rarely if ever is work found under such circumstances. As a general thing employers are no more willing than the consumers to have their products manufactured under unhealthful or insanitary conditions and the idea of taking precautionary measures to prevent this is on the whole quite acceptable to them.

The Bureau's administration of the home work regulations during the past five years has unquestionably brought a definite and encouraging change in the conditions under which home work is carried on. But this does not mean that the problem of home work control is solved. The findings of this year's investigation, as in other years, emphasize the likelihood of illegal employment of children on simple unskilled processes that are done in the home under unsupervised conditions. It seems evident in spite of the best efforts of the state to enforce the law, and of the most conscientious employer to have his work done in compliance with the law that so long as factory work is sent into private homes where there are young children there will always be great danger of illegal employment of these children.

The state's regulation of the conditions under which home work is carried on must be considered in the light of a protection to the consumer as well as to the women and children employed on the work. In this connection the Bureau views with alarm what appears to be an increasing tendency to send food products out from the factory to be worked on in private homes. Five years ago only one employer was licensed to distribute food products and only three or four home workers were engaged on the work. In 1930, there were 17 employers licensed to distribute food products to private homes and around 500 home workers were employed on this work. The difficulty of maintaining proper conditions of sanitation and cleanliness in homes where continuous supervision is impossible seems evident. It may well be that the prohibition of home work on certain products such as food is the only measure that will insure the proper sanitary conditions for the manufacture of those products.

In the meantime the Bureau of Women and Children will continue its program of education and law enforcement. Although the illegal employment of women and children may not be entirely eradicated and the maintenance of proper standards of sanitation and cleanliness where food products are sent from the factories to private homes will continue to constitute a serious problem, the state's responsibility to the home worker and to the public cannot be evaded. However faulty the present regulation may be the situation is immeasurably better than before an attempt at regulation was made, and it is hoped that the increasing knowledge and understanding of the home work problem made available by the Bureau's study and investigation will provide a basis for more effective regulation in the future.

## HEALTH HAZARDS IN THE USE OF CARBON TETRACHLORIDE\*

Injuries to health arising from the use of carbon tetrachloride may be considered under two different headings:

First: Injuries to the skin;

Second: Injuries to the general health.

Each of these types of injury is to a great extent dependent on the purposes for which this compound is used, the method of its use, and the kind and degree of the exposure of the individual. And there are known methods of protection against these injuries.

There are a great many valuable uses for carbon tetrachloride, two of the best known being as a fire extinguishing agent and as a solvent.

As it is nonflammable and as its vapors are very heavy it is useful in extinguishing small fires by surrounding the burning area with a noncombustible vapor and in this way shutting off the supply of oxygen to the fire, acting, in popular terms, as a smothering agent. Under certain conditions, harmful gases have been formed. When the fire is in a small enclosed space and these gases are generated, they cannot escape easily and may gather in dangerously high concentrations. Several fatalities as a result of the use of carbon tetrachloride under such conditions are reported in a volume on "Industrial Poisons in the United States," by Dr. Alice Hamilton, Assistant Professor of Industrial Medicine in the Harvard Medical School.

When carbon tetrachloride is mixed with certain flammable solvents it greatly reduces the risk from fire in the use of these materials. This procedure has recently become quite a common practice. The health hazards under these circumstances are not due to the products of decomposition of the carbon tetrachloride, but to the material as such plus any health hazards inherent in the compound with which it is mixed.

The solvent properties of carbon tetrachloride are utilized in two ways. First: to remove fats, oils, and other materials from their combinations. This may be for the preservation or restoration of the material holding these substances, as in the dry-cleaning industry. Or it may be for the separation of desirable constituents, as oils from seeds or bones, which oils are then later recovered from the carbon tetrachloride.

The second important solvent use is to hold the ingredients of a compound in a form so that it may be easily applied to the purpose for which it is intended, and when evaporated to leave the active agent in the desired location. This principle is applied in the preparation of rubber cements, floor and furniture waxes, shoe polishes, etc.

---

\*Address delivered by Elizabeth B. Bricker, M. D., Chief, Hygiene and Sanitation Section, at meeting of Pennsylvania Association of Dyers and Cleaners, Harrisburg, July 15, 1931.



Because of this solvent property of carbon tetrachloride it shows a greediness for fats wherever it finds them. This may be in the skin of a workman if his work requires him to have his hands in contact with this material for any length of time. The final results depend partly on the length of time of exposure and partly on the individual's personal susceptibility. When the skin is acted on by carbon tetrachloride it becomes red and dry. If contact is long continued, cracks may appear which are not only annoying but from which infections may readily arise. As is common in the use of gasoline, the skin of some persons is very much more prone to this kind of disturbance than is that of others.

So much for injuries to the skin. Injuries to the general health may be further subdivided by considering separately those injuries which are the result of the breathing of air containing large amounts of carbon tetrachloride, and those which are the result of breathing small amounts.

There have been a number of cases reported in medical journals dependent on the former condition, some resulting in merely temporary discomfort, others in more or less prolonged illness, and still others in death.

Some of the most readily recognized symptoms, when an individual is exposed to fairly large amounts of carbon tetrachloride, are irritation of the eyes, nose, and throat; nausea; dizziness; headache; confusion; excitement; and if the exposure continues over days there may be loss of appetite and mental dullness.

In 1929, a French physician reported the case of a workman exposed to the fumes of carbon tetrachloride in a small poorly ventilated room. After working only two days he became so ill as to require hospital treatment for two months.

Then there are the two rapidly fatal cases which are often cited—one of a woman who leaned far into a machine containing this liquid in which furs were being cleaned; the other of a woman who was having her hair shampooed with carbon tetrachloride. In the latter instance disastrous results seem to have been invited, as the use of this compound with its heavy vapors sinking to the floor right past the nose of the woman must have compelled her to breathe it in very high concentrations.

Despite this unfavorable effect certain German authorities have recommended a mixture composed largely of carbon tetrachloride for the destruction of head lice. As much as an ounce and a half is applied by a brush or a spray to the loosened hair of the person being treated. The hair is then gathered together wrapped well with paper, and covered with a woolen cap which is worn for two hours. Some of the individuals given this treatment have shown slight symptoms of intoxication which quickly passed away on exposure to fresh air. Despite the fact that no bad after effects were noticed, it would seem that safer applications might be found for this condition.

A number of studies have been carried out on the lower animals and also on man, on the effects of the breathing of carbon tetrachloride in small and in large amounts for short periods of time.



Accurate observations on the effect of breathing small amounts over a long period of time are not however available.

Until we know more about these effects it is most important that all known precautions be observed in its handling. Among these precautions are:

1. It should be used in completely enclosed systems as far as practicable. This is a simple problem in some processes, as in the extraction of fats for their eventual recovery, but more difficult of attainment in others.

2. When completely enclosed processes are not feasible an exhaust system should be installed with at least one outlet near the floor (as the vapors are heavier than air). This system should be kept in operation constantly as long as the liquid is exposed to the air and for some time after such exposure has ceased so that the room or compartment may be rid of all residual vapors.

3. A careful watch should be kept on all persons who are, in the slightest degree, exposed to the breathing of these vapors. They should preferably be under the care of a physician who is accurately informed on the nature of the material in question. On the slightest indication of ill health arising from the use of this compound, the worker should be transferred to a job in which he is in no way exposed to it.

To my mind the two most definite needs at the present time are trustworthy information on the effect upon man of the inhalation of small amounts of this material over long periods of time; and a quick and accurate method for the determination of various concentrations of carbon tetrachloride in the air.

The United States Bureau of Standards and the United States Public Health Service are now giving the use of this material in the dry cleaning industry definite consideration. If the results of their studies enlighten us on these two points we will know exactly what procedure to follow in its use. Until that time, it is far better to be apparently over-cautious than to be lax and later regret our indifference.

## THEY PUT SAFETY FIRST\*

OUTSTANDING ACTIVITIES OF PENNSYLVANIA INDUSTRY ASSEMBLED BY THE  
BUREAU OF INSPECTION

Mr. R. M. Godwin, Superintendent of the Safety Department of the Philadelphia Electric Company, reports a reduction in the frequency rate of accidents of that company amounting to 62 per cent for March, 1931, as compared with March, 1930. In March, 1930, this company had 27 lost-time accidents with a personnel of 8,041, a frequency rate of .34. In March, 1931, 10 lost-time accidents were recorded with a personnel of 7,993, or a frequency rate of .13. In view of the increasing seriousness of the problem presented by highway accidents chargeable to industry, particular interest attaches to a comparison of automobile accident statistics of the Philadelphia Electric Company for the first three months of 1930 and 1931. This record shows a reduction of 40 per cent for the first quarter of 1931. These statistics include any damage which occurs to an automobile either on the public street or on the company's property.

---

In acknowledgment of a certificate of merit issued by the Bureau of Inspection to the Wesleyville Shops of the New York Central Lines for better than average safety performance in the year 1930, Mr. Charles E. Hill, General Safety Agent for the New York Central Lines, writes to Supervising Inspector C. M. Carey, of Kane, "This record was primarily accomplished through the cooperation of employes and continued efforts exhibited by our supervising staff to keep casualties among employes down to the lowest possible minimum."

---

The Sybray Underwear Company, of Orwigsburg, with an average of 60 employes, has had no lost-time accidents in the past five years.

---

The Ferrona Round House of the Erie Railroad Company, at Sharon, with an average of 36 men engaged in locomotive repair went through 1930 without a lost-time accident. A printed certificate from Erie Railroad officials congratulating Mr. W. Whitworth, the general foreman, and the employes upon this achievement is posted in the round house.

---

The Sharon Plant of the Westinghouse Electric and Manufacturing Company in a recent review of safety progress since 1926 recorded that in that year 393 lost-time accidents were experienced. In 1930, there were only 24 lost-time accidents recorded.

---

\*This will be a regular feature in **Labor and Industry**. Pennsylvania concerns are invited to submit from time to time safety records that they consider worthy of publication. Address: Director, Bureau of Inspection, Department of Labor and Industry, or your Divisional Supervisor of the Bureau.

The Farrell Works of the American Steel and Wire Company report that an average of 490 employes has achieved a record of 691,220 man-hours without a lost-time accident. This report was made as of December 31, 1930, at which time no accident had occurred since April 8th of the same year. The Electrical Department, with an average of 13 employes including electricians, crane operators, and tractor operators, had no lost-time accidents since December 19, 1912. The Nail Mill, with an average of 90 employes, worked 2,702,340 man-hours from April 17, 1924, without a lost-time accident.

---

In acknowledging receipt of a certificate of merit issued from the Pittsburgh Supervising office of the Bureau of Inspection to the Pittsburgh and Lake Erie Railroad Company for a commendable safety record in the Maintenance of Way Department for 1930, Mr. A. R. Raymer, Assistant Vice-President and Chief Engineer, states that he believes the Pittsburgh and Lake Erie record for safety will compare favorably with that of any other railroad. The ratio of the Engineering Department, he says, is 0.408 accidents per million man-hours worked. This involves all kinds of track work, emergency work, night and day, done around moving trains and handling of rails and ties, in all kinds of weather; carpenters on scaffolding, on bridges and buildings, and masons, plumbers and water service men, signal men, and electricians engaged in hazardous work. To further emphasize the record, he points out that it is equivalent to one gang of ten men doing the various kinds of hazardous work outlined and employed full time for 100 years, one month and 12 days with only one accident.

---

The Jamestown Paint and Varnish Company, of Jamestown, with 14 employes, and the Monarch Laundry Company, of Shamokin, with 11 employes, occupy places on Pennsylvania's 1930 Safety Honor Roll.

---

The U. S. Laundry, of Sharon, with 33 employes, claims a record of no lost-time accidents in the past 20 years.

---

Continuous operation since 1905 with no lost-time accidents among 40 employes is the record of the Mercer Silk Mills, of Mercer, which occupies a place on the Safety Honor Roll for 1930.

---

The Coopersburg Silk Mills, Incorporated, of Coopersburg, with 40 employes, have operated since 1924 without a lost-time accident. Safety is under the direction of Mr. C. DeKrone, Superintendent of the mills.

---

One lost-time accident charged against the Emaus Shirt Company, of Emaus, in the past five months represents an injury sustained by an employe on his way to work. The president of this company, Mr. Joseph Yarus, gives his personal attention to safety.

The Sassaman and Stevenson Woodworking Shop, of Williamsport, has operated for the past nine years with no lost-time accidents among its five employees.

---

The 80 employees of the Emaus Throwing Mills, of Emaus, went through the year 1930 without a lost-time accident. Responsibility for safety supervision rests with Superintendent N. J. Beckel.

---

The Peoples Natural Gas Company and the Columbia Natural Gas Company both report through Mr. A. R. Gray, their Safety Director, substantial accident reductions in 1930 as compared with 1929. The Peoples Company shows a reduction of 68 per cent, and the Columbia Company a reduction of 52.9 per cent. In their various operations in western Pennsylvania both of these concerns report a number of units among their city plants, compressing stations and field districts that went through the year without an accident. Summarizing his report, Mr. Gray adds, "The fine spirit of individual loyalty and cooperation shown by every employe is the principal factor in the good results obtained during 1930."

---

The Andomar Silk Company, of Peckville, which began operation in 1920, reports a record entirely free from lost-time accidents in the first 10 years of its existence. This record was achieved with an average working force of 75 people.

---

Zollinger and Shroth, silk manufacturers, of Emaus, with 160 employees, reports no lost-time accidents in 1930.

---

The Universal Industrial Corporation, silk manufacturers, of Millville, has operated four years without a lost-time accident among 60 employees.

---

Prompted by the "Peak Accident Months," statistics developed for the 1931 safety campaign of the Bureau of Inspection, Mr. G. E. Sanford, who exercises general safety supervision for the General Electric Company, has made an interesting study of that concern's accident peaks. He reports that January and April are peak accident months for General Electric employees, with July following close behind. It is rather interesting that, while of these three peaks only the midsummer one conforms to the average accident curve of the state, yet September, November, and December, which are comparatively low average accident months for the state as a whole, are also low accident months in the General Electric Company. The General Electric study covers a period from 1924 to 1930, inclusive. Mr. Sanford states his agreement with the Bureau of Inspection's view that the March and October peaks of industrial accidents in



Pennsylvania are largely accounted for by increased employment, his records showing that the General Electric Company's average hours worked were higher in March than in any other month, with October second.

---

The American Wire Fabrics Corporation, of Mount Wolf, manufacturers of screen wire cloth, operated throughout 1930 with a record of four minor accidents among an average of 265 employees. Only two of these accidents resulted in loss of two or more days of time. Mr. Arthur S. Seitz, who is in charge of safety, reports that this record represents a substantial reduction as compared with 1929.

---

The Lehigh Structural Steel Company, of Allentown, with an average of 250 employees, worked from April 9, 1930, to December 31, 1930, a total of 406,083 man-hours, without a lost-time accident. From October 1, 1929, to December 31, 1930, a total of 15 months, employees of this concern worked 985,762 man-hours with a record of only one lost-time accident. The 1930 reduction in lost-time accidents represented  $87\frac{1}{2}$  per cent as compared with 1929. This company which engages in the hazardous operation of fabricating structural steel began its active interest in safety with reorganization of its safety council in January, 1929. A reduction of 24 per cent in lost-time accidents was achieved in the first year under its new safety policy, while 1929 showed a further reduction of 60 per cent in accidents. A safety contest in progress between the two shops of the company since August 1, 1930, was to be determined July 31, 1931, with presentation of a banner to the winning team, and an individual gift to every man on the team; the awards to be made at the annual safety picnic in August. Mr. Charles McGovern, Jr., Secretary of the Safety Council, in submitting this report declares, "The Lehigh Structural Steel Company will cooperate at all times with the Department of Labor and Industry in any program that the Department may undertake to prevent the loss of life and limb to our fellow citizens."

---

The accident experience of the Carpenter Steel Company, of Reading, for 1930 showed a decrease of 66 per cent in frequency and a decrease of 88 per cent in severity as compared with the same period in 1929. Anticipating the drive against accident peaks in 1931, this plant, with an average of 1,100 employees, showed a 75 per cent reduction of March accidents in 1930, and a no-accident month in October. In January, 1931, the Electrical Department with an average of 40 men entered its eighth year without a lost-time accident. The year 1930 completed 15 years' operation of organized safety by the Carpenter Steel Company. Mr. Charles T. Miley, Director of Safety, reports the following percentage change in the accident experience of this concern since 1916: frequency, 87 per cent decrease; severity, 78 per cent decrease; and costs, 82 per cent decrease.



On December 3, 1930, the plant of the Mine Safety Appliances Company, of Pittsburgh, completed a full year without a lost-time accident. The total man-hours worked from December 1, 1929, to December 1, 1930, was over 800,000. In 1928, the Mine Safety Appliances Company won the Rice Safety Award, a bronze plaque, offered annually by the Western Pennsylvania Division of the National Safety Council for the best accident prevention record of any member company in Western Pennsylvania in the year.

---

Hance Brothers and White, Incorporated, pharmaceutical manufacturers, of Philadelphia, recently completed a successful six months' no-accident drive. This concern, with an employment roll of 125 men and women, has an active and efficient safety committee which in the past few years has reduced lost-time accidents to a minimum.

# RECENT DECISIONS OF THE WORKMEN'S COMPENSATION BOARD

## TURNER v. STERLING BROTHERS

### *Dependency—Parent*

*Parents were held to be dependent as contemplated by the Compensation Act upon a son, sixteen years of age, who had been employed a total of ten weeks and three days when injured and had earned \$94.00. Of this amount \$49.50 had been deposited in a savings account as an educational fund but available for use of the family for other purposes in case of necessity. The balance was given to his parents.*

OPINION BY CHAIRMAN DALE—JULY 6, 1931

The claimants herein appeal from the facts as found by the referee, alleging error in the following finding of fact and the conclusion of law based thereon:

7

"The referee finds that claimants were not dependent to any extent upon Roland."

### CONCLUSION OF LAW

"As it appears from the evidence that claimants were not dependent to any extent upon Roland, they are not entitled to receive compensation under the Workmen's Compensation Act of 1915 and its Amendments thereto."

Briefly reviewing the facts: at the age of thirteen, Roland Turner went to work for the defendant who was operating a resort known as Rocky Glen. He worked during the summer vacations, and on Decoration Day of 1930, having attained the age of sixteen and being without legal necessity of further attendance at school, he resumed his employment with the defendant, and on August 10, 1930, among other duties, was placed in charge of a shooting gallery with the duty of trying to get people to shoot at the targets, to handle, load, and turn the rifles over to the customers. On this day he was heard to cry in agony and was found shot in the pit of the stomach, and died following a few hours of suffering. At the time he had in his hands a demonstration rifle which could not be fired, and while four persons were at the time shooting at the targets and handling loaded rifles, it was not ascertained what rifle was the cause of his being shot.

The referee has denied compensation to the parents of Roland, because as he finds, they were not dependent to any extent upon Roland and are therefore not entitled to receive compensation under the Workmen's Act and its amendments. The findings of fact of the referee are utterly silent as to any

contribution which Roland may have made to his parents, and without such a finding it was improper for him to have disposed of the case and disallowed compensation, for in doing so he was not acting in conformity to the amendments to the Workmen's Compensation Act. We quote the provisions of the original Act and the amendment which governs the instant case:

### THE ORIGINAL ACT

Act of June 2, 1915, P. L. 736, Section 307 (7). "If there be neither widow, widower, nor children, then to the father and mother, or the survivor of them, if dependent to any extent upon the employe for support at the time of his death, twenty per centum of wages."

### THE AMENDMENT

Act of June 26, 1919, P. L. 642, Section 2, Amending Section 307 above: "If there be neither widow, widower, nor children entitled to compensation then to the father or mother, if dependent to any extent upon the employe at the time of the accident, twenty per centum of wages; Provided, however, that in the case of a minor child who has been contributing to his parents, the dependency of said parents shall be presumed."

In determining the question of dependency, the referee took into consideration such irrelevant matters as would constitute proof of dependency other and entirely apart from a consideration of the contributions that Roland may have made to his parents, which, under the terms of the amendment, would have raised the presumption of dependency. The Superior Court has taken cognizance of this change in the law, and in the case of *Washco v. Wyoming Seminary*, 88 Penna. Superior Court 470, in an independent paragraph, stated as follows:

"It is suggested that the omission of the words 'for support' and the insertion of the proviso relative to a presumption of dependency where a minor child has been contributing to his parents indicate a legislative intent to liberalize the law to a marked degree."

Compensation was denied in that case, however, for the reason that there was no evidence "that the claimant's son ever actually contributed a single dollar to the support of his parents although there is evidence that he worked as a carpenter during the vacation months." In the case of *Worman v. Treadwell Engineering Company*, 10 D. & C. 67, the parents were denied compensation for the reason that the infant had contracted to pay his parents the sum of \$12.00 per week board and this was the only contribution shown to have been made, the court saying, "This was not contribution to the parents, any more than the parents were contributing to him."

We are of the opinion that the amending act above was intended to "liberalize the law to a marked degree," and that the legislature intended to differentiate between proof of dependency where contributions were shown to have been made by an adult to his parents and where contributions were shown to have been made by an infant to his parents. In the former case, the question of contribution could not of itself determine the question of dependency. In the latter case, the Legislature has made it a statutory presumption that dependency exists when these contributions are made, so that such a contribution on the part of a child is not only *prima facie* proof of dependency but is raised to the degree of a legal presumption which Bouvier defines as a rule "which, in certain cases, either forbid or dispense with any ulterior inquiry." The inquiry that is forbidden by this presumption is, that dependency does not exist when contributions are made.

The Legislature has not said of what this contribution must consist, other than to say "in the case of a minor child who has been contributing to his parents." A child who is shown to be contributing to his parents, must have contributed consistently and substantially according to his income, which would of course, rule out occasional and incidental contributions which of themselves amount to nothing. What is substantial and consistent must be determined by a consideration of each case independently, for each case must rest on its own bottom. We do not think that these sums must approximate something in addition to the actual cost of providing an infant with the necessities of life in the absence of a contract, for the reason that an infant is often found who cannot earn such a sum, but who nevertheless contributes consistently to his parents according to his income; nor do we think that a contribution on the part of an infant and the presumption that is raised of dependency, is subservient to the question as to whether or not dependency may or may not be otherwise proved to exist or not to exist. If this were so, the burden would be placed upon all parents to show, not only that they were dependent upon the contributions of their children, but to prove in addition that these contributions were used for their support, to the utter destruction of the presumption which has been raised by statute in their favor.

We are strongly of the opinion that the words used by the Legislature mean that in all cases where the parents of minor children appropriate the earnings of their infant children in substantial degrees to their own use and advantage, they are presumed in fact to be dependents within the meaning of the Workmen's Compensation Act. Such a statute and interpretation is founded upon sound public policy. It is contrary to all human experience that normal parents usurp the meagre earnings of their children in the absence of necessity. Human beings are not bred for profit. Furthermore, that parental instinct extends to the protection of children, not to their exploitation, and it must be remembered that we are construing beneficent and humanitarian legislation, not rules which have been designed for beasts of prey. We believe that in all cases



where infants, especially those of tender years, are forced into industrial pursuits, and where it is shown that tangible contributions are made by infants for the ease and comfort of mother and father in return for the sustenance, protection, and care which every parent is presumed to bestow upon its offspring from the day of birth, then and in such case it is fair and legal inference and the statutory presumption that the parents are in fact dependent upon the earnings of their children. Beyond the nature and extent of these contributions, then, we do not go except in substantiation of their truth.

The parents of Roland have testified that he had turned over all of his wages to them, with this modification, that for some of the weeks he worked he had been permitted to put as much as seven dollars per week into a prospective school fund with the understanding that if the parents found it necessary, they could draw upon that fund for the reduction of a mortgage on the home. We say "some of the weeks," for Roland had worked 10 and  $\frac{3}{7}$  weeks and the sum of \$49.50 was found in the fund. Roland went to work this summer on Decoration Day and met his death on August 10, 1930. His wage amounted to nine dollars per week so that his earnings for the period totaled \$94.00. If the testimony of the parents is substantiated in that Roland had put \$49.50 into a savings fund available to the family in case of necessity, and had given them, as they testify, the balance, or the sum of \$44.50 in case with no understanding or agreement that he was to pay for his board or what that board might be, then we must say as matter of law that Roland had been "contributing to his parents" within the meaning of the Workmen's Compensation Act. It is apparent that Roland did not use this \$44.50 for spending money, for the defendant testified that in addition to his wage of \$9.00 per week, "His spending money was on an average of \$3.00 a week out of my own pocket." It becomes apparent that he did not spend this \$44.50 for clothing, for the defendant has testified that he bought Roland a suit of clothes, which, incidentally, he wore to the grave. Furthermore, the defendant testified that he "realized that his parents needed his wages," and that "I always understood that their financial condition was bad." Not only do these facts lend strong credence to the truth of the testimony offered, but it is in the record that the father's earnings were limited to the normal wage of a fireman, that one son had recently been operated on for appendicitis and that there was a considerable mortgage on the home which was in arrears. This is a sufficient corroboration of the truth of the allegation that Roland had been "contributing to his parents," and we are unable to give any weight to a statement obtained by an insurance adjuster from the mother, written and dictated by the promptings of the adjuster, and signed by the mother in the hour of her grief, and at a time when the adjuster seemed in a hurry to get away.

When we compensate the bruises and bumps incident to homely toil, let us not forget that something is to be said for the parents of an infant whose life has been forfeited at its very threshold. And something is to be said for the



loss of a son, a mere boy, whose loyalty and service to his employer is the subject of praise and whose solicitation for the welfare and comfort of his parents is the epitome of an ideal, revered by all civilized peoples.

By its substance and operation, the Workmen's Compensation Act has deprived these parents of a *prima facie* case of negligence in a common law action for punitive damages. Can it be said, under these circumstances that by its practical operation, this beneficent legislation affords them no protection and leaves them nothing but the memory of a boy in agony, shot in the pit of the stomach? Is the bulwark of protection to the aged and infirm to consist in memory of having reared those who by natural ties of affection, might have lessened the rigor and neglect of declining years? If the temper of the legislature has any bearing on the interpretation of its laws let it be remembered that where yesterday the courts denied compensation to infants engaged in employment expressly declared illegal by statute, today the legislature has overthrown this judicial mandate and has expressly provided that when infants are so employed they shall be entitled to compensation, not only as provided by the Workmen's Compensation Act, but in double amount as well: Act of April 14, 1931, No. 29.

The findings of fact, conclusions of law, and order of the referee are set aside. In lieu thereof we substitute the following:

### FINDINGS OF FACT

1. Roland Turner, age 16, was injured on August 10, 1930, being shot in the stomach while in the course of his employment for the defendant, and died as a result of the injuries on the same day.

2. The claimants household at the time of Roland's death consisted of the claimant and two boys besides Roland, namely, Kenneth, age 18, and Carl, age 15.

3. Roland had worked for the defendant for several summers prior to 1930.

4. On Decoration Day of 1930, Roland resumed his employment for the defendant at a Penny Arcade and Shooting Gallery, and earned a wage of \$9.00 per week.

5. From Decoration Day of 1930, to August 10, 1930, Roland had worked for the defendant for a period of  $10\frac{3}{7}$  weeks and had earned the total sum of \$94.00 besides spending money and clothing which the defendant furnished.

6. Roland turned over all of his wages to his parents in the following manner: He contributed the sum of \$44.50 in cash and the balance, \$49.50 he put into a prospective school fund, subject to the withdrawal of this fund by the parents in necessity in order to meet a mortgage on the home.

7. Roland's father was earning the normal wage of a railroad fireman. Neither of his sons besides Roland were working, the oldest, Kenneth, having recently been operated on for appendicitis. We further find at the time of Roland's death a mortgage on the home in the sum of \$1,900.00 which was in arrears.

8. Neither Roland Turner nor the defendant, Sterling Brothers, had served notice upon the other not to be bound by Article 3 of the Workmen's Compensation Act and its amendments.

### CONCLUSIONS OF LAW

1. That Roland Turner and Sterling Brothers are bound by Article 3 of the Workmen's Compensation Act and its amendments, at the time of the injury and death of the said Roland Turner, August 10, 1930.

2. That the parents of Roland Turner, the claimants herein, are entitled to compensation on account of the death of their son because of the fact that Roland had been "contributing to his parents" within the meaning of the Workmen's Compensation Act.

### AWARD

1. Under the provisions of Section 307 (5) and 307 (7), of the Workmen's Compensation Act, the "Constitution Indemnity Company of Scranton, Pennsylvania," is ordered to pay to Walter and Florence Turner, the parents of Roland Turner, deceased, the sum of three dollars per week for a period of three hundred weeks, totaling \$900.00; said payments to begin as of August 17, 1930.

2. It is further ordered that the defendant, by its insurance carrier, the "Constitution Indemnity Company of Scranton, Pennsylvania," pay to Walter and Florence Turner, interest as provided by the Act of April 13, 1927, P. L. 186, Section 5.

---

### CRANE v. LLEWELLYN LOZIER

#### *Dependency—Wife*

*Wife was held not dependent under evidence in which she testified that her husband had visited her four or five times during the separation, covering a period of approximately six years and that he offered to support her but not to give her a home. There was no competent evidence that she received money from him more than three or four times. The claimant's testimony is vague and indefinite and the record does not show that she was insistent that her husband furnish money for support or that she instituted any legal proceedings to enforce her rights.*

#### OPINION BY COMMISSIONER BURCHINAL—JULY 17, 1931

This is an appeal by the claimant from a disallowance of compensation by the referee. The only question involved is whether or not the claimant was actually dependent upon her husband at the time of his death by accident while in the employ of defendant August 7, 1929.

The testimony shows that decedent and claimant were married April 15, 1902, and that they separated February 11, 1923. Claimant testified that she was forced to leave home, and that part of the time she was living with her son in a cottage at Pinehurst and Lakeside, where she and her son obtained employment. Claimant avers that her husband visited her four or five times during the separation covering a period of approximately six years, and that he offered to support her, but not to give her a home; that he paid some money on furniture and that he gave her money for her support when he would see her, but there is no competent testimony to show that claimant received money from decedent more than three or four times. She did not remember any dates, but stated that the amounts were \$10.00 or \$15.00.

The testimony shows that a Mr. Weaver was staying with claimant and was paying board at the rate of \$50.00 per month. Claimant's son testified that he received money from his father, but remembered no dates. Llewellyn Lozier testified that the decedent worked for him most of the six years just prior to his death; that he worked regularly for the six months preceding his death, and that he knew him intimately; that he knew claimant's wife and was acquainted with the fact that she had left him; that she left while decedent was at work, and that to his knowledge the decedent had never seen his wife after February 11, 1923. He testified that decedent boarded with him part of the time, and stayed at home both day and night. He further testified that decedent rented a cottage when work got scarce in order that he could live cheaper, and that decedent never maintained a residence from the time of his separation from his wife.

Mrs. Floris Banta, a sister of decedent, testified for defendant that she had received letters addressed to Mrs. George Weaver from the People's Clothing Store, Wilkes-Barre, Penna., and as her brother had died they sent the letters to her. She took these letters to the People's Clothing Store and told them that her brother was an unmarried man and had died.

This is a voluminous record and there is much testimony showing the disturbed relations between the husband and wife. Despite the testimony of the claimant that the decedent had given her money for her support, we do not believe there was sufficient regularity of payments to establish actual dependency. The testimony on behalf of claimant is so vague, indefinite and unsatisfactory that we are not satisfied that there is any error in the findings of the referee.

The test laid down by our appellate courts is:

"Whether or not a wife, living apart from her husband and dependent upon him, but not actually receiving support from him, has acquiesced in his action under circumstances amounting to a repudiation of the husband's legal obligation; if she has not acquiesced, she is

'actually dependent' within the meaning of the Act." Skinner's Pennsylvania Workmen's Compensation Law, Second Edition, page 325.

The record neither discloses that the claimant was insistent that her husband furnish her money for her support, nor had instituted any legal proceedings against her husband or insisted on his returning. We are of the opinion that the claimant acquiesced in the husband's repudiation of his legal obligation.

After a careful study of the record we are of the opinion, and the referee has found as a fact, that the claimant was not actually dependent upon her husband for support at the time of his death; therefore, the findings of fact, conclusions of law and disallowance of the referee are affirmed. The appeal is dismissed.

---

## NOVAK v. BISHOP & BABCOCK SALES COMPANY

### *Dependency—Wife*

*A wife was held to have been dependent upon her husband for support although they had not lived together regularly for a period of more than six years. Although the contributions were not regular, the relations of the parties and the circumstances surrounding their separation negative any supposition that either had repudiated their marital obligations.*

OPINION BY COMMISSIONER HUNTER—JULY 9, 1931

The question here is whether the widow was dependent for support upon the decedent at the time of his death, due to an accident in the course of his employment. It is the Board's opinion that the referee, in disallowing the widow's claim, fell into error by failing to heed the admonition of Chief Justice Frazer, in *Creasy v. Phoenix Utilities Company*, 276 Penna 583, that in these dependency cases, "no rigid rule can be laid down concerning the amount or character of evidence necessary to show actual dependency, but that each case must be controlled by its own circumstances."

Here the circumstances are notably different from those which are disclosed in the average dependency case. The relationship between the decedent and the claimant during a period of years prior to his death was of such a character as to merit the term unconventional, but there is no sound reason for the assumption of the referee that there was an actual relinquishment either by the decedent or the claimant of the rights of wedlock.

The testimony has been elicited solely from the claimant herself. The defendant and its insurance carrier, as intervening defendant, submitted nothing except a statement made by the claimant to a representative of the insurance carrier shortly after decedent's death. This, it was contended, conflicted in some respects with claimant's testimony, particularly as to her dependency at the time of decedent's death.



The facts disclosed are these: For eight or nine years prior to 1923 the couple lived together in Pittsburgh. Then the husband and wife agreed that she should take a course of study in interior decoration at the New York School of Fine and Applied Arts. Claimant says her husband felt that she should develop her talent in that line, and intended after she had established herself in the profession to join her in the business. The husband paid the claimant's tuition in the school during a period of several years, and also contributed to her support.

With the schooling completed, the husband suggested that the wife procure employment as an interior decorator in order to obtain experience before opening a business of her own. This she did. In 1926, her income took on considerable size; shrank somewhat in 1927; expanded again in 1928 and 1929, but in 1930, diminished to almost nothing due to business depression.

During all these years, the claimant has testified, the decedent contributed in some measure to her support. From January 1, 1930, until his death, she says, he contributed to her about \$600.00. This, she admits, was not as much as she needed from him, but he also was in financial difficulties, and this statement by the claimant is borne out by the fact that at his death his checking account in a Pittsburgh bank amounted to only \$31.00.

She has produced a series of checks to show payments made to her by decedent in 1926, but says that in later years his remittances were by money orders or in the form of cash turned over to her when they met. She attributes his use of money orders to the fact that he was unable to carry much money in bank and apparently scraped the money together about the time he sent it.

From time to time, the couple met and stayed together in Pittsburgh hotels, and the claimant has testified that several meetings took place in 1930.

At the time of his death the decedent carried five insurance policies, three straight life, one health policy and one accident policy. In all of these the claimant was named as wife and beneficiary.

While the only question is whether the claimant was dependent upon the decedent for support at the time of his death, the facts as to the previous years have an important bearing upon the final conclusion.

It is our opinion that there had been no separation in the ordinary sense, but that the husband, having difficulty in making a living, not only planned, but executed, a program by which his wife should commercialize her talent and ultimately establish a business in which he could join her. That he did pay her tuition and contribute to her support is quite clear. Defendant has not attempted to combat the claimant's testimony except in the presentation of the statement which she made to the insurance carrier's representative. We see nothing in this which materially or substantially conflicts with her sworn testimony.



Defendant emphasizes the fact that in the statement she says that during the last three years of his life the decedent did not send her money regularly, but contributed on birthdays, anniversaries or holidays. To explain why she kept no record of these monies she says she recognized them "more as presents than as support."

What the claimant's mental reactions were when she received the monies is of no consequence. She has said that she utilized the money for supporting herself and needed it to support herself. Nor is the fact that the decedent chose holidays, birthdays and anniversaries for making his contributions of any real significance. It is in evidence that he was not overly supplied with money, and not in a position to make weekly or monthly contributions, and the system he used would appear to have been that of a man, who, even in his financial embarrassments, still retained his pride and wished to use his limited means to carry out his obligations with a grand gesture.

Certainly, there is reason to believe that this was his attitude and that he never sought to repudiate his marital obligations, nor recognized any such repudiation on his wife's part. There is clear-cut evidence of this in the fact that although they had not dwelt together regularly for more than six years he still, at the time of his death, carried five insurance policies in which she was named as his wife and beneficiary.

Considering the entire body of evidence in this case in the light of the controlling Supreme Court decisions: *Creasy v. Phoenix Utilities Company*, *supra*; *Morris v. Youghiogheny Coal & Supply Company*, 266 Penna. 216, and *Shimkus v. Philadelphia & Reading Coal & Iron Company*, 280 Penna. 88, the Board is firmly of the opinion that the claimant is entitled to compensation under the Act.

Accordingly, we revise the referee's findings of fact, conclusions of law, and order of disallowance as follows:

## FINDINGS OF FACT

Findings of fact Nos. 1, 2, 3 and 5 are affirmed.

Finding of fact No. 4 is reversed and set aside, and the following is substituted:

No. 4.—That in August 16, 1930, while in the course of his employment with the defendant the decedent suffered an accident which resulted in injuries causing his death the same day; that the claimant, Helen Novak, is the lawful widow of Charles F. Novak, the decedent; that they had no children; that although they were living apart at the time of his death it was in pursuance of a plan formulated to effect their greater prosperity and happiness at a future time; that at the time of decedent's death claimant was actually dependent upon him for support and he had been supplying her with money immediately prior to his death which she used for her maintenance.

## CONCLUSIONS OF LAW

The referee's first conclusion of law is affirmed.

The second is reversed and for it is substituted the following:

No. 2—The claimant has presented sufficient competent evidence to establish her dependency upon decedent at the time of his death, and she is entitled to compensation under the Act.

The referee's order of disallowance is reversed and set aside. For it the Board substitutes the following:

## AWARD

It is ordered by the Board that the defendant, Bishop and Babcock Sales Company, and its insurance carrier, the Aetna Life Insurance Company, pay to the claimant, Helen Novak, during a period of 300 weeks dating from August 23, 1930, seven days after decedent's death, compensation at the rate of \$10.00 per week (maximum allowable under the Act), making a total of \$3,000.00; subject to the terms of the Act respecting remarriage.

It is also ordered that defendant and its insurance carrier shall pay toward the cost of the funeral of decedent the sum of \$150.00, and that interest shall be paid on the accumulated sums of compensation, due under this award, in conformity with Section 410 of the Act.

# REVIEW OF INDUSTRIAL STATISTICS

PREPARED BY

*The Bureau of Statistics*

## THE LABOR MARKET

**State Public Employment Office Reports**—The ratio of applicants for employment to job openings as reported from State public employment offices for June, 1931, reached a higher mark than at any other period of the nine years for which comparative records of public employment office activities are available. The figure for June, 1931, was 409 applicants for every 100 available jobs, a ratio of more than four to one. The applicant to job ratio for June, 1931, was 35.9 per cent higher than the ratio for May, 1931, and 27.8 per cent higher than the ratio for June, 1930.

The report for June shows that a total of 13,568 applicants applied for work at the public employment offices located in fourteen cities of the State during the five-week period ended June 27, 1931, an increase of 1,898, or 16.3 per cent, as compared with the number of applications received in June, 1930. Job opportunities listed in the area covered by the fourteen offices numbered 3,319 during June, or only 25 per cent of the number of jobs needed to provide employment for all applicants. Job openings listed for June were 9.0 per cent less than the number recorded during June, 1930. Two thousand nine hundred seventy-four persons secured employment through the public employment offices in June, 1931, as compared with 3,214 persons in June, 1930, a 7.5 per cent decrease in placements.

The decidedly unfavorable ratio of applicants for work to job openings for June appears to have resulted from a large increase in applicants rather than to any decided shrinkage in the number of job openings, as is shown by the 16.3 per cent increase in the number of applicants as compared with a nine per cent reduction in the number of job openings. Unemployed persons appear to be availing themselves of the services offered at the public employment offices in increasing numbers.

The only perceptible gain in the demand for workers noted in the June totals was in agriculture and in building and construction. Ordinarily, the public employment offices handle a relatively small volume of applicants for farming work, but applications and openings for this group for June, 1931, show nearly a four-fold increase as compared with June, 1930. While there was no dearth of applicants for building and construction work, the demand for workers in this industry increased considerably over May, particularly in road construction. Manufacturing industries showed the smallest demand for workers in many months, and the ratio of applicants to openings for male workers in

this industry was more than five to one, and for female workers more than six to one. The demand for workers in mines and quarries and from the transportation and public utility industry was extremely light.

Calls for help in stores and in hotels and restaurants increased somewhat, and particularly in retail stores the demand seemed slightly stronger than at this period last year. The demand for female workers in the hotel and restaurant group was smaller than at this period last year, probably due to the curtailment of forces employed at the summer resort hotels. Female applicants for hotel and restaurant work in June, however, were nearly double that of last year. Lack of work for unskilled labor continued more acute than ever with the unskilled labor group in the male worker classification showing a ratio of more than seven applicants for every job. The situation in "white collar" employments was even worse. Male applicants for work in the clerical and professional group outnumbered available jobs more than eight to one, while women workers seeking clerical or professional positions outnumbered available openings by a ratio of more than eleven to one.

Of the offices in nine cities which are operated by the Department on a full-time basis and independent of other agencies, the reports for June indicate that Erie with a ratio of 193 applicants for every 100 openings enjoyed a more balanced employment condition than any of the other cities. Pittsburgh probably occupied the most unfavorable employment position for June as judged by the public employment office records. The ratio of applicants to jobs for the Pittsburgh office in June was 849 to 100. The unemployment situation in that area undoubtedly was aggravated by strike conditions in the bituminous industry. In Philadelphia the ratio was 470 to 100 with ratios for other cities comparing as follows: Allentown, 371 applicants for every 100 openings; Altoona, 262; Harrisburg, 234; Johnstown, 349; and Scranton, 266.

The public employment office records for the first six months of 1931 show that 63,675 persons applied for work during that period, job openings numbered 19,218, and jobs were found for 16,839 workers. As compared with totals for the first six months last year, applicants for work during the first six months in 1931 increased 9.5 per cent, job openings decreased 0.6 per cent, while the number of placements increased 3.5 per cent. The ratio of applicants to jobs for the first six months of 1931 was 331 to 100 as compared with a ratio of 301 to 100 for the first six months last year.

**Manufacturing**—The trend of employment in manufacturing continued downward in June. Reports from 843 firms engaged in 51 branches of manufacturing activity in Pennsylvania show a net decline in employment for June of 3.4 per cent as compared with May. June payrolls of these concerns decreased 6.8 per cent as compared with payrolls for May. A decrease in manufacturing employment between May and June is the typical seasonal trend for the industry, a decrease having occurred at this period in seven of the last nine



years, but the 3.4 per cent decrease in manufacturing employment for June, 1931, was greater than the usual decline at this period. Manufacturing employment for June, 1931, at 74.8 per cent of its 1923-1925 average, was 18.6 per cent lower than in June, 1930, and the volume of wage payments in manufacturing for June, 1931, at 60.6 per cent of their 1923-1925 average, was 32.0 per cent less than at this period last year.

Reduced employment for June was shown for five of the nine major manufacturing groups into which the data are classified. Reduced wage payments were shown for eight of the nine classifications. Employment reductions were shown for the metal, transportation equipment, textile, leather and rubber, and paper and printing groups, while slightly increased employment was recorded for the foods and tobacco; stone, clay, and glass; lumber; and chemical products classifications. The foods and tobacco group was the only one to show a gain in wage payments for June, a 2.9 per cent increase. Payroll reductions for the other eight industry groups varied from less than one per cent in the lumber products industry to as high as 14.2 per cent for the transportation equipment group.

The metal industries showed a 3.9 per cent employment reduction and a 9.2 per cent decrease in payrolls for June as compared with May. Industries of the metal group showing the largest decreases were blast furnaces, steel works and rolling mills, steam and hot water heating apparatus, and hardware and tools. Small employment increases were reported from the stove and furnace and electrical apparatus industries.

Continued reductions of working forces and payrolls were shown for the transportation equipment group, with the automobile and shipbuilding industries showing the largest decreases. Some revival of activity in railroad car repair was indicated by reports for this group. Employment in railroad car shops increased 3.7 per cent for June as compared with May, and payrolls were 10.7 per cent higher.

Employment in the textile group dropped 5.7 per cent as compared with May, and total payrolls were six per cent lower. The major employment decrease for the textile industry occurred in silk goods manufacture with the June employment total for this industry showing a 16.6 per cent decline as compared with May. This large drop in employment for the silk industry was primarily the result of labor difficulties, but even the firms not involved in strikes reported considerable reduction of employment and payroll totals. One silk mill was closed for machinery repairs, and another closed down indefinitely due to lack of orders. In addition to the reduction in the silk industry, the textile dyeing and finishing, and clothing industries also reported materially reduced payrolls for June. The knit goods industry reported a seven per cent gain in employment and payrolls for June as compared with May. In the hosiery industry, however, while employment was slightly higher than in May, payrolls dropped nearly five per cent.



In the foods and tobacco group, the most important changes were the seasonally expanded employment and payroll totals in ice-cream manufacture, and the seven per cent gain in wage payments for the cigar and tobacco group.

In the stone, clay, and glass group, brick manufacturing plants reported decreased employment and large payroll reductions. Operations in the cement industry were nearly three per cent less than in May, while employment in glass factories showed more than a ten per cent gain over May. This increase for the glass industry was primarily due to the reopening of one large factory in June following a complete shutdown in May.

Large payroll decreases were reported from coke producers and paint and varnish manufacturers. The strike in the bituminous coal mining industry evidently affected work at the coke ovens. Manufacturers of explosives and petroleum refiners reported increased employment and payroll totals for the month.

In the leather industry, shoe factories showed an 18.6 per cent decrease in employment and a 20.5 per cent decline in payrolls for June as compared with May. Employment at nearly all shoe factories was reduced, and one large factory closed during a period of reorganization.

Working time in manufacturing plants averaged eight per cent less in June than in May according to reports from 586 firms which gave information on the number of man-hours worked. Workers employed by these 586 concerns averaged 33.9 hours of work a week in June as compared with 39.9 hours a week in May.

Announcements of wage reductions continued in June. Twenty-six firms announced wage cuts in June affecting nearly 5,000 employes. The wage reductions ranged from five to 20 per cent and averaged about nine per cent. Since the first of the year, 167 of the 840 manufacturing firms reporting to the Department have announced wage reductions affecting a total of 29,567 employes, or approximately eleven per cent of the total number employed.

Weekly earnings of workers in manufacturing plants averaged \$21.25 in June as compared with \$22.11 in May, and as compared with \$25.49 in June, 1930.

**Coal Mining**—Reports from 159 anthracite collieries to the Anthracite Bureau of Information show that employment in anthracite mines in June declined 5.2 per cent as compared with May, and wage payments dropped 12.5 per cent. The index of employment in the anthracite industry for June, 1931, at 74.2 per cent of its 1923-1925 average, was 17 per cent lower than in June last year, while the index of wage payments to anthracite workers for June, 1931, at 56.6 per cent of its 1923-1925 average, shows a 22.8 per cent decline as compared with the wage payment index for June, 1930.

Strike conditions in the bituminous industry are reflected in the reports from 391 bituminous operators to the United States Bureau of Labor Statistics. Reports from these 391 Pennsylvania mines for June show an 8.2 per cent

decrease in employment as compared with May, while wage payments show a 9.8 per cent reduction. These records are compiled for the payroll period ending nearest the middle of the month so that they do not fully indicate the drop in employment occasioned by the number of workers going on strike which figure probably reached its peak somewhat after the middle of the month. The index figures of bituminous employment for June indicate that employment for June, 1931, was 12 per cent lower than a year ago, while wage payments show a 36 per cent reduction.

**Construction and Contracting**—Employment in building construction and contracting showed a further gain in June. Reports from 59 firms show a 9.6 per cent gain in employment and a 12.0 per cent increase in payrolls for June as compared with May. The increase in construction employment for the May-June period this year is larger than for the corresponding period in 1930. In June, last year, reports from 63 firms showed only a 6.2 per cent employment gain over May, and payrolls increased only 3.3 per cent as compared with the 9.6 per cent gain in employment and the 12.0 per cent increase in payrolls for May-June this year. The June employment index for the construction group was 35 per cent below the index for June, 1930, and the index of wage payments was 45 per cent smaller than a year ago.

Employment on highway construction operations continued to climb in June. Reports to the State Highway Department from the eight division engineers show that the state highway construction and maintenance forces increased 16.7 per cent in June as compared with May. The number employed on new construction showed a 72.6 per cent increase, while the number engaged on road maintenance declined 3.5 per cent. The total of 15,367 workers employed on state highway construction and maintenance in June, 1931, was 38.7 per cent less than the total in June, 1930. Forces on new construction work for June, 1931, were 59.6 per cent lower than a year ago, and the number engaged on road maintenance was 7.5 per cent less.

**Trade**—Reports from wholesale and retail establishments showed little change in employment for June as compared with May. Employment in retail trade declined 0.1 per cent, while employment for wholesale firms increased 0.3 per cent. Employment in the 68 stores reporting for the retail group in June, 1931, was nearly five per cent less than a year ago, and employment for the 81 wholesale firms decreased 1.6 per cent as compared with the total for June, 1930.

**Summary**—The general movement of industrial employment in June continued definitely downward. Employers in nearly all industries reported employment and payroll decreases in excess of the normal decline for this period. Reports from construction firms showed a larger percentage gain for the May-June period this year than in 1930, but this gain has little significance in view

of the large reductions in building permits and construction contracts reported for June. Unemployment in the bituminous coal mining and textile industries was intensified by strike conditions during June, and continuing wage reductions probably will tend to increase the importance of this factor in coming months. Signs of improved business were not reflected in industrial employment and payroll reports for June.

**REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF JUNE, 1931**  
(FIVE WEEKS, MAY 25, 1931, TO JUNE 27, 1931, INCLUSIVE)

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL.....	13,568	7,660	5,908	3,319	1,908	1,411	3,852	2,161	1,691	2,974	1,718	1,256
Total industrial group (skilled).....	4,483	2,673	1,810	1,182	892	290	1,371	979	392	973	719	254
Building and construction.....	543	543	...	178	178	...	199	199	...	164	164	...
Shipbuilding.....	246	246	...	255	255	...	216	216	...	156	...	...
Chemicals and allied products.....	20	20	...	...	...	...	...	...	...	...	...	...
Clay, glass and stone products.....	13	13	...	...	...	...	...	...	...	...	...	...
Clothing.....	107	26	81	9	2	7	10	2	8	6	...	6
Textiles.....	240	102	138	4	1	3	4	1	3	4	...	3
Food and kindred products.....	97	52	45	42	15	27	55	15	40	34	11	23
Leather, rubber and composition goods.....	26	22	4	3	3	...	3	3	...	3	3	...
Lumber, woodwork and furniture.....	87	83	4	25	20	5	36	31	5	24	19	5
Paper and printing.....	113	76	37	24	16	8	40	28	12	22	15	7
Metals and metal products.....	672	632	40	146	140	6	191	180	11	123	118	5
Mines and quarries.....	61	61	...	4	4	...	6	6	...	4	4	...
Transportation and public utilities.....	380	220	160	69	38	31	95	51	44	62	33	29
Hotel and restaurant.....	1,175	208	967	206	60	146	283	77	206	184	57	127
Wholesale and retail trade.....	304	187	117	96	75	21	109	84	25	70	55	15
Miscellaneous.....	399	189	210	121	85	36	124	86	38	117	83	34
Total other groups.....	9,085	4,987	4,098	2,137	1,016	1,121	2,481	1,182	1,299	2,001	999	1,002
Clerical and professional.....	1,767	869	898	187	106	81	272	137	135	161	91	70
Agriculture.....	102	87	15	34	26	8	45	37	8	31	23	8
Semi-skilled.....	2,086	542	1,544	709	113	596	860	148	712	602	109	493
Unskilled.....	3,467	411	3,056	460	425	35	553	512	41	473	439	34
Casual and day workers*.....	1,663	433	1,230	747	346	401	751	348	403	734	337	397
May, 1931.....	10,489	6,116	4,373	3,487	1,995	1,492	3,828	2,133	1,695	2,967	1,682	1,285
June, 1930.....	11,670	7,923	3,747	3,646	2,554	1,092	4,499	3,095	1,404	3,214	2,232	982
June, 1929.....	11,191	8,117	3,074	6,638	5,223	1,415	6,942	5,327	1,615	4,859	3,789	1,070
Per cent of applicants placed.....	22	22	21	90	90	89	77	80	74	77	77	77
Per cent of openings filled.....	...	...	...	...	...	...	...	...	...	...	...	...
Per cent of persons referred placed.....	...	...	...	...	...	...	...	...	...	...	...	...

\*The placement of each casual or day worker is recorded for only one (1) placement per week.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS Week Ended	
		No. of Wage Earners Week Ended June 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended June 15, 1931	Index Numbers 1923-1925 = 100		Per cent change compared with June, 1931		
			June, 1931	Per cent change compared with			June, 1931	June, 1930			
				May, 1931	June, 1930						
ALL MANUFACTURING INDUSTRIES: (51) 35%.....	843	263,523	74.8	- 3.4	-18.6	\$5,599,194	60.6	- 6.8	-32.0	\$21.25	May 15, 1931
Metal products: (12) 57%	254	123,789	69.6	- 3.9	-23.2	2,653,825	53.0	- 9.2	-40.4	21.44	1931
Blast furnaces.....	12	1,595	44.9	- 5.5	-17.6	36,217	33.7	- 9.2	-38.2	22.71	23.70
Steel works and rolling mills.....	52	62,261	62.4	- 7.6	-24.3	1,314,789	45.9	-16.1	-43.1	21.12	23.28
Iron and steel forgings.....	9	1,259	73.7	- 1.9	-18.7	26,536	60.2	- 4.4	-22.8	21.08	21.61
Structural iron work.....	10	3,423	86.4	- 1.8	-32.2	83,946	73.9	+ 0.7	-40.7	24.52	23.91
Steam and hot water heating appliances.....	15	3,476	90.1	- 0.4	-10.6	67,996	61.4	-13.0	-35.7	19.56	22.35
Stoves and furnaces.....	8	607	67.4	+ 1.7	-20.0	10,988	40.0	- 1.2	-46.2	18.10	18.63
Foundries.....	36	6,420	68.8	- 2.4	-28.1	127,313	47.6	- 1.7	-43.2	19.83	19.82
Machinery and parts.....	45	8,101	79.4	- 3.9	-19.9	179,157	59.2	- 3.4	-33.0	22.12	22.00
Electrical apparatus.....	23	27,204	96.4	+ 3.9	-15.4	626,630	85.0	+ 3.4	-33.0	23.03	23.16
Engines and pumps.....	10	1,807	48.1	- 4.8	-47.0	36,178	35.9	- 1.1	-60.3	20.02	19.30
Hardware and tools.....	21	5,105	70.5	- 1.8	-21.1	88,436	52.7	-11.3	-35.4	17.32	19.20
Brass and bronze products.....	13	2,531	64.4	- 3.6	-36.6	55,639	50.2	- 6.9	-49.1	21.98	22.72
Transportation equipment: (5) 74%	37	18,059	48.4	- 3.8	-34.1	377,891	33.7	-14.2	-51.9	20.93	23.55
Automobiles.....	4	3,336	67.2	+ 6.4	-10.5	62,041	33.5	-28.6	-38.6	18.60	26.45
Automobile bodies and parts.....	11	3,516	51.9	-11.1	-31.7	63,519	31.2	-29.4	-52.7	18.07	22.71
Locomotives and cars.....	12	6,101	22.8	- 2.6	-52.4	127,341	16.2	- 3.0	-66.1	20.87	20.84
Railroad repair shops.....	6	2,762	69.4	+ 3.7	- 7.5	68,583	64.2	+10.7	-12.1	24.83	23.28
Shipbuilding.....	4	2,344	53.2	- 9.4	-42.4	56,407	72.8	-22.1	-50.7	24.06	27.99
Textile products: (11) 27%	167	51,055	84.4	- 5.7	-12.9	934,975	75.5	- 6.0	-14.0	18.31	18.46
Cotton goods.....	13	3,056	65.0	- 0.5	+ 0.2	63,053	60.1	+ 0.5	+ 9.9	20.63	20.51
Woolens and worsteds.....	14	3,735	57.9	+ 0.5	+ 2.7	81,906	53.9	- 2.4	+ 3.3	21.93	22.51
Silk goods.....	46	14,643	80.6	-16.6	-26.4	230,516	75.3	-15.4	-29.2	15.74	15.97
Textile dyeing and finishing.....	12	1,561	82.8	- 4.7	-11.2	33,523	72.9	-12.6	-24.0	21.48	23.39
Carpets and rugs.....	10	2,820	65.3	+ 1.2	- 0.5	60,448	54.6	+ 2.8	+17.4	21.44	21.13
Hats.....	3	2,999	76.7	- 3.8	-13.6	54,320	56.7	+ 7.4	-20.8	18.11	14.29
Hosiery.....	31	15,518	104.7	+ 0.7	-11.0	316,600	100.1	- 4.5	-21.2	20.40	21.47
Knit goods, other.....	13	2,388	87.2	+ 7.0	- 5.5	36,056	74.8	+ 7.8	-21.1	15.10	14.98
Men's clothing.....	9	848	84.3	- 3.7	+ 0.7	12,845	78.3	- 6.8	- 0.3	15.15	15.64
Women's clothing.....	8	1,412	124.4	- 3.1	+12.6	18,613	118.8	- 6.5	+ 9.3	13.18	13.65
Shirts and furnishings.....	8	2,075	139.5	- 6.1	+11.6	27,095	121.5	-12.9	+ 8.1	13.06	14.08



EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended June 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended June 15, 1931	Index Numbers 1923-1925 = 100			Week Ended	
			Per cent change compared with				June, 1931	Per cent change compared with			
			June, 1931	May, 1931	June, 1930			May, 1931	June, 1930		May 15, 1931
Foods and tobacco: (5) 32%	93	21,397	104.7	+ 0.4	— 6.8	\$ 418,096	97.1	+ 2.9	—10.8	\$19.54	\$19.06
Bread and bakery products.....	27	3,958	107.6	— 0.6	— 2.0	103,912	101.7	— 0.4	— 9.4	26.25	26.17
Confectionery.....	13	4,200	95.5	— 2.2	— 0.3	78,229	91.2	— 3.4	— 7.0	18.63	18.86
Ice cream.....	11	1,485	120.8	+11.3	— 6.8	45,395	115.6	+12.8	— 7.4	30.57	30.18
Meat packing.....	14	1,940	94.1	— 0.4	— 1.6	50,978	80.9	+ 0.2	—12.4	26.28	26.05
Cigars and tobacco.....	28	9,814	102.6	+ 0.6	—10.7	139,582	89.3	+ 7.3	—13.4	14.22	13.33
Stone, clay and glass products: (3) 42%	71	11,736	58.8	+ 0.2	—16.7	256,917	45.4	— 1.7	—29.1	21.89	22.26
Brick, tile and pottery.....	34	3,939	68.3	— 4.9	—18.5	64,069	43.0	—12.2	—42.0	16.27	17.66
Cement.....	15	4,501	55.0	— 2.7	—12.3	121,992	47.4	— 2.5	—21.0	27.10	27.11
Glass.....	22	3,296	54.9	+10.9	—20.7	70,856	46.5	+12.9	—27.1	21.50	21.12
Lumber products: (3) 27%	52	3,715	55.6	+ 0.5	—29.9	72,163	47.5	— 0.8	—32.5	19.42	19.68
Lumber and planing mills.....	16	761	32.8	— 2.4	—59.2	15,266	30.2	0	—56.9	20.06	19.72
Furniture.....	30	2,063	61.8	— 1.4	—16.4	41,711	51.4	— 4.1	—23.2	20.22	20.76
Wooden boxes.....	6	891	67.7	+ 7.0	— 8.0	15,186	59.7	+ 7.8	— 9.5	17.04	16.94
Chemical products: (5) 47%	57	11,743	92.7	+ 1.1	— 8.2	309,830	87.7	— 1.6	—18.0	26.38	27.07
Chemicals and drugs.....	34	1,148	68.0	— 3.0	—11.5	30,141	63.4	— 4.5	—18.8	26.26	26.62
Coke.....	3	2,057	69.8	— 3.9	—37.8	43,847	47.4	—19.5	—50.8	21.32	25.51
Explosives.....	3	521	80.9	+ 9.9	+ 2.9	11,011	78.7	+11.5	— 9.9	21.13	20.83
Paints and varnishes.....	11	1,411	94.3	— 0.9	— 4.7	33,627	90.2	— 8.8	—13.5	23.83	25.99
Petroleum refining.....	6	6,606	132.9	+ 3.2	+ 4.3	191,204	134.0	+ 5.2	— 5.5	28.94	28.37
Leather and rubber products: (4) 46%	46	9,548	86.8	— 6.2	—10.6	210,462	84.6	— 4.7	—15.1	22.04	21.73
Leather tanning.....	17	5,430	98.8	— 1.1	— 6.7	131,435	92.8	— 2.3	—11.5	24.21	24.50
Shoes.....	18	2,587	72.6	—18.6	—22.4	35,555	58.4	—20.5	—39.4	13.74	14.10
Leather products, other.....	7	661	83.3	+ 2.5	— 2.1	17,389	93.9	+ 4.8	+ 5.4	26.31	25.74
Rubber tires and goods.....	4	870	89.3	+ 1.4	— 1.8	26,083	108.7	+ 4.1	+ 5.0	29.98	29.20

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended June 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended June 15, 1931	Index Numbers 1923-1925 = 100		June 15, 1931	May 15, 1931	
			June, 1931	Per cent change compared with			June, 1931	May, 1931			
				June, 1931	May, 1931						June, 1930
Paper and printing: (3) 30%	66	12,481	92.1	- 1.3	- 6.7	\$ 365,035	90.0	- 5.2	-14.6	\$29.25	\$30.39
Paper and wood pulp.....	13	3,751	80.8	- 0.4	- 5.1	90,849	71.1	- 3.5	-16.3	24.22	25.05
Paper boxes and bags.....	10	958	79.1	+ 0.4	-11.9	15,462	80.6	- 1.3	-16.6	16.14	16.38
Printing and publishing.....	43	7,772	98.0	+ 1.8	- 5.7	258,724	98.0	- 5.8	-12.6	33.29	34.55
Anthracite coal mining <sup>2</sup> 75%.....	159	104,217	74.2	- 5.2	-17.1	2,608,811	56.5	-12.5	-22.8	25.03	27.08
Bituminous coal mining <sup>3</sup> 60%.....	391	56,371	76.8	- 8.2	-12.1	924,694	49.6	- 9.8	-36.2	16.40	16.69
Building and contracting 5%.....	59	3,814	72.0	+ 9.6	-34.7	93,365	54.9	+12.0	-45.1	24.48	24.12
Road building—State Highways <sup>4</sup> 100%.....	8 Div.	15,367	.....	+16.7	-38.7	.....	.....	.....	.....	.....	.....
Construction.....	8 Div.	6,036	.....	+72.6	-59.6	.....	.....	.....	.....	.....	.....
Maintenance.....	8 Div.	9,331	.....	- 3.5	- 7.5	.....	.....	.....	.....	.....	.....
Street railways 55%.....	5	13,704	77.5	- 0.3	- 8.3	438,840	80.5	+ 0.5	-12.2	33.49	33.23
Retail trade 20%.....	68	25,471	90.0	- 0.1	- 4.8	.....	.....	.....	.....	.....	.....
Wholesale trade 12%.....	81	3,872	90.0	+ 0.3	- 1.6	.....	.....	.....	.....	.....	.....

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

<sup>2</sup>Anthracite figures are from the Anthracite Bureau of Information.

<sup>3</sup>Bituminous figures are from the U. S. Bureau of Labor Statistics. (Chain index—January, 1929 = 100)

<sup>4</sup>Data as of July 1, 1931, Department of Highways report.

## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended June 15, 1931	Total Weekly Wages Week Ended June 15, 1931	Total Weekly Employee Hours		Average Hourly Earnings Week Ended	
				June 15, 1931	May 15, 1931	June 15, 1931	May 15, 1931
ALL MANUFACTURING INDUSTRIES: (48).....	586	187,527	\$4,002,872	7,160,974	7,775,667	\$ .559	\$ .566
Metal products:	207	104,775	2,189,884	3,552,097	4,007,007	.617	.619
Blast furnaces.....	10	1,528	35,084	60,661	66,762	.578	.579
Steel works and rolling mills.....	38	53,503	1,112,063	1,738,726	2,104,218	.640	.637
Iron and steel forgings.....	9	1,259	26,536	47,251	49,310	.562	.558
Structural iron work.....	8	2,340	58,159	94,120	92,754	.618	.611
Steam and hot water heating appliances.....	13	2,543	45,410	79,086	95,401	.574	.577
Stoves and furnaces.....	3	121	2,391	3,712	3,188	.644	.650
Foundries.....	30	5,816	114,895	193,980	193,724	.592	.604
Machinery and parts.....	39	7,100	151,305	252,673	267,544	.599	.594
Electrical apparatus.....	21	22,438	483,606	787,908	814,855	.614	.629
Engines and pumps.....	10	1,807	36,178	58,540	59,683	.618	.588
Hardware and tools.....	15	3,856	70,277	138,785	153,635	.506	.513
Brass and bronze products.....	11	2,464	53,980	96,655	105,933	.558	.546
Transportation equipment:	28	13,436	271,132	431,774	537,671	.628	.631
Automobiles.....	4	3,336	62,041	101,692	143,461	.610	.606
Automobile bodies and parts.....	8	3,187	56,264	96,614	136,412	.582	.607
Locomotives and cars.....	8	2,916	59,669	98,831	101,936	.604	.600
Railroad repair shops.....	4	1,653	51,692	56,751	50,743	.711	.703
Shipbuilding.....	4	2,344	56,407	82,945	105,119	.680	.689
Textile products:	98	28,544	529,514	1,283,070	1,340,026	.413	.421
Cotton goods.....	11	1,742	34,580	74,770	77,879	.462	.448
Woolens and worsteds.....	9	1,562	34,246	72,980	75,155	.469	.462
Silk goods.....	30	11,570	188,561	503,117	567,391	.375	.380
Textile dyeing and finishing.....	7	587	12,195	25,547	27,673	.477	.506
Carpets and rugs.....	6	2,057	43,740	87,115	85,555	.502	.486
Hosiery.....	12	6,701	150,691	319,167	309,620	.471	.508
Knit goods, other.....	10	1,796	30,537	84,848	72,856	.360	.366
Men's clothing.....	3	206	2,774	9,072	9,285	.295	.302
Women's clothing.....	7	1,255	17,257	58,110	61,340	.297	.302
Shirts and furnishings.....	3	1,068	14,933	47,744	53,272	.313	.337

## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended June 15, 1931	Total Weekly Wages Week Ended June 15, 1931	Total Weekly Employee Hours		Average Hourly Earnings Week Ended	
				June 15, 1931	May 15, 1931	June 15, 1931	May 15, 1931
Foods and tobacco:	55	8,717	\$ 195,241	440,799	417,360	\$ .443	\$ .452
Bread and bakery products.....	21	2,159	52,391	109,218	109,385	.480	.474
Confectionery.....	7	2,086	44,701	111,511	105,639	.401	.433
Ice cream.....	8	968	30,159	57,477	49,365	.525	.533
Meat packing.....	19	1,075	28,339	53,414	52,680	.531	.537
Cigars and tobacco.....	10	2,429	39,631	109,179	100,291	.363	.363
Stone, clay and glass products:	47	8,627	196,747	368,672	369,430	.534	.535
Brick, tile and pottery.....	22	2,674	46,380	96,101	101,924	.483	.484
Cement.....	10	3,727	99,656	183,812	184,449	.542	.547
Glass.....	15	2,226	50,711	88,759	83,057	.571	.572
Lumber products:	45	2,821	56,899	110,528	115,064	.515	.517
Lumber and planing mills.....	13	509	11,373	21,970	21,580	.518	.549
Furniture.....	28	1,820	36,627	69,512	75,702	.527	.519
Wooden boxes.....	4	492	8,899	19,046	17,782	.467	.472
Chemical products:	28	8,175	226,934	397,006	389,337	.572	.568
Chemicals and drugs.....	14	667	18,331	38,375	39,477	.478	.476
Paints and varnishes.....	9	1,378	32,717	65,721	67,809	.498	.532
Petroleum refining.....	5	6,130	175,886	292,910	282,051	.600	.589
Leather and rubber products:	29	4,742	113,076	223,032	239,351	.507	.487
Leather tanning.....	9	2,112	54,548	101,151	99,012	.539	.552
Shoes.....	10	1,163	16,031	47,143	67,657	.340	.316
Leather products, other.....	6	597	16,414	29,610	28,709	.554	.544
Rubber tires and goods.....	4	870	26,083	45,128	43,973	.578	.570
Paper and printing:	49	7,690	223,445	353,996	360,421	.631	.634
Paper and wood pulp.....	9	2,923	75,222	139,240	140,927	.540	.550
Paper boxes and bags.....	7	570	10,125	26,291	26,193	.385	.370
Printing and publishing.....	33	4,197	138,098	188,465	193,301	.733	.731
Building and contracting.....	48	3,126	72,825	131,352	105,352	.554	.594

Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—CITY AREAS<sup>1</sup>

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended June 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended June 15, 1931	Index Numbers 1923-1925 = 100		Week Ended	May 15, 1931	
			June, 1931	Per cent change compared with			June, 1931	June, 1930			
				May, 1931	June, 1930						
Allentown—Bethlehem—Easton.....	77	20,796	62.9	— 6.0	—26.7	\$ 485,710	53.6	— 4.1	—36.2	\$23.36	\$23.01
Altoona.....	14	2,211	74.9	— 9.9	—10.6	39,894	63.8	—12.7	—27.3	18.04	18.64
Erie.....	24	9,290	94.0	+ 9.9	—12.5	238,787	85.1	+22.1	—22.8	25.70	23.15
Harrisburg.....	32	7,752	68.3	—18.0	—30.9	168,033	60.6	—18.3	—38.7	21.68	21.74
Hazleton—Pottsville.....	19	2,473	60.4	—15.0	—39.5	41,679	52.7	—11.3	—43.4	16.85	16.24
Johnstown.....	15	4,769	45.5	—21.6	—50.2	141,134	39.2	—22.7	—52.8	29.59	30.10
Lancaster.....	29	4,844	75.3	— 2.2	— 7.7	91,094	62.4	— 7.4	—20.9	18.81	19.81
New Castle.....	11	4,283	59.4	— 1.5	—21.5	85,910	40.9	— 9.7	—42.3	20.06	21.93
Philadelphia.....	251	81,797	79.6	— 0.4	—16.0	1,963,124	73.7	— 2.6	—24.3	24.00	24.54
Pittsburgh.....	91	61,462	66.6	— 3.3	—18.7	1,202,592	46.7	—14.8	—43.2	19.57	22.14
Reading—Lebanon.....	67	20,979	79.4	— 5.1	—17.0	407,672	62.8	— 8.6	—23.5	19.43	20.18
Scranton.....	36	4,966	66.9	—15.1	—28.0	78,303	59.8	— 9.7	—27.6	15.77	16.41
Sunbury.....	24	7,359	68.9	0.0	—16.7	121,525	54.2	+ 2.3	—29.9	16.51	16.17
Wilkes-Barre.....	24	5,910	88.7	— 4.9	—14.5	91,431	79.3	+ 1.3	—20.3	15.47	14.51
Williamsport.....	25	4,566	77.1	+ 1.6	—18.7	80,851	61.5	—17.2	—29.2	17.71	21.72
York.....	49	5,622	84.8	+ 1.4	—11.8	98,212	70.1	+ 0.3	—21.9	17.47	17.69

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.



INDUSTRIAL ACCIDENT TOTAL FOR JUNE, 1931, IS LOWEST IN  
HISTORY OF WORKMEN'S COMPENSATION ACT.  
TOTAL FOR THE FIRST SIX MONTHS OF THE  
YEAR ALSO IS LOWEST ON RECORD

Accidents in the industries of Pennsylvania have shown a remarkable reduction during the last six months. The June accident total was the lowest for any month since the Workmen's Compensation Law became effective in January, 1916. Reports of 130 fatal and 8,898 non-fatal accidents were received at the Bureau of Workmen's Compensation during June, 1931, as compared with 139 fatal and 11,871 non-fatal accidents reported in June, 1930, a 6.5 per cent decrease in fatal accidents and a 25.0 per cent reduction in the number of non-fatal accidents.

Industrial accidents for the first six months of 1931 were less than during the corresponding period in any year since 1916 and were 20 per cent lower than the total for the corresponding months in the depression year of 1921. Accidents in industry for the first six months of 1931 were 24.1 per cent below the total for the first six months last year. Totals of 794 fatal and 55,539 non-fatal accidents were reported during the first six months of 1931 as compared with 880 fatal and 73,349 non-fatal accidents reported during the first six months in 1930, a 9.8 per cent reduction in fatal accidents and a 24.3 per cent reduction in non-fatal accidents.

The accident figures for the three main industry groups for the first six months of 1931 as compared with totals for the corresponding period in 1930 follow:

ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

INDUSTRY	Six Months, 1931		Six Months, 1930		Per Cent Increase or Decrease in 1931	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
General industrial.....	354	33,123	406	46,380	-12.8	-28.6
Coal mining.....	363	20,006	404	23,134	-10.1	-13.5
Transportation and public utilities....	77	2,410	70	3,835	+10.0	-37.2
TOTAL.....	794	55,539	880	73,349	- 9.8	-24.3

The 24 per cent decline in industrial accidents for the first half of 1931, of course, is attributable largely to reduced employment and reduced working time in industry. Information on man-hours worked in the various industries which would permit a comparison of actual accident frequency is lacking. However, records of the volume of wage payments in various industries which measure to some extent changes in industrial activity are available. These indicate that in manufacturing industries at least, the reduction of accidents for the first six months of 1931 has been greater than the reduction of industrial

activity. The percentage increase or decrease in accidents as compared with the percentage decrease in payrolls for the first six months of 1931 as compared with the first six months in 1930 for several of the major industry groups is shown in the following table:

INDUSTRY	Percentage Decrease—First Six Months, 1931, Compared with First Six Months, 1930		
	Fatal Accidents	Non-fatal Accidents	Payrolls
Manufacturing.....	-21.4	-34.4	-31.1
Anthracite coal mining.....	+ 6.9	- 6.8	-18.7
Bituminous coal mining.....	-32.9	-22.0	-29.9
Construction and contracting.....	-24.1	-37.6	-42.7

### FATAL ACCIDENTS IN JUNE, 1931

The 130 fatalities reported in June were classified industrially as follows: construction and contracting, 17; manufacturing, 26; coal mining, 55 (anthracite, 43; bituminous, 12); quarrying and non-coal mining, 2; transportation, 9; public utilities, 4; hotels and restaurants, 1; retail trade, 2; state and municipal employment, 6; and miscellaneous industries, 8. Fatal injuries incident to the mining of coal are shown to comprise 42 per cent of the total number of fatalities reported for the month; fatalities in manufacturing comprise 20 per cent; and fatal accidents in construction work account for 13 per cent. Seventy-five per cent of the total number of fatal accidents in industry during the month were reported from these three major industry groups. A total of 12 deaths in the bituminous industry for June is the lowest total reported from that industry for any month during the last ten years. Reduced operations due to strike conditions in the bituminous fields undoubtedly is responsible for the decrease of fatal accidents in this industry. Accidental deaths in the anthracite industry, however, increased for June rising from a total of 34 in May to 43 in June, a 26.5 per cent increase. Other industries showing increased fatal accident totals for June as compared with May were the transportation, public utility, hotel and restaurant, and miscellaneous industries. The manufacturing, retail trade, and state and municipal groups showed reduced fatality totals for June as compared with May.

Falling objects, explosive substances, cars and engines, falls of persons, and motor vehicles were the predominating causes of fatal injuries to workers during June, accounting for 93 of the 130 fatalities reported. Thirty-three workers were killed by falling objects during June of whom 31 were employed in or about coal mines. Explosions claimed the lives of 18 workers, 10 of whom were employed in anthracite mines. Of the other eight workers killed by explosions, three were engaged in construction work, three in manufacturing, one in quarrying, and one in state and municipal employment. The latter case was a very unusual accident occurring to a teacher in a public school. This man, an in-

structor in chemistry, while demonstrating a test to the pupils came into the laboratory with a can containing ethyl alcohol. In some undetermined manner the alcohol ignited causing the can to explode, burning the teacher so severely that death resulted. Deaths due to cars and engines in June numbered 16, including deaths of seven engaged in steam railroad transportation, six in coal mining, two in construction, and one in public utility operation. Fourteen workers were killed in motor vehicle accidents. Other cause classifications claiming five or more lives in June were working machinery, and cranes and derricks, six each, and handling objects, electricity, and miscellaneous causes, five each.

## COMPENSATION

Compensation agreements approved by the Bureau of Workmen's Compensation numbered 5,565 in June, and involved payments to injured workers, or to the dependents of those fatally injured, amounting to \$1,229,229. Compensation awards were made in June for the following classes of injury:

156 fatal cases. . . . .	\$486,154
281 permanent disability cases. . . . .	380,851
5,128 temporary disability cases. . . . .	362,224

The number of compensation agreements approved in June shows an increase of 822 cases, or 17.3 per cent, over the number approved in May. The amount of compensation awarded in June was \$247,614, or 25.2 per cent, higher than the total for May.

Agreements approved in permanent disability cases increased 6.4 per cent in June as compared with May. The 281 permanent disability cases compensated in June included awards for the loss, or loss of use, of 37 eyes, 5 arms, 19 hands, 133 fingers, 65 part-fingers, 14 legs, and 19 feet. Awards also were made in 14 cases for facial disfigurement, in 11 cases for permanent partial disability, and in 18 cases for permanent total disability. There was one case of double eye loss and one case of double hand loss included among the June awards. Both of these permanent injuries resulted from premature blasts in coal mines, the hand loss in the anthracite industry and the eye loss in a bituminous mine.

Awards in permanent injury cases for the first six months of 1931 show a 6.2 per cent increase over the number compensated during the same period in 1930. Increases are shown for all classes of permanent injury except finger and phalanx losses. The increase or decrease for specific classes of permanent injury for the first six months of 1931 as compared with totals for the corresponding period in 1930 is shown in the following table:

## PERMANENT INJURY CASES COMPENSATED

CLASS OF PERMANENT INJURY	Six Months, 1931	Six Months, 1930	Increase or Decrease in 1931	
			Number	Per Cent
Eyes.....	249	228	+ 21	+ 9.2
Arms.....	50	46	+ 4	+ 8.7
Hands.....	118	98	+ 20	+ 20.4
Fingers.....	733	745	- 12	- 1.6
Phalanges.....	485	580	- 95	- 16.5
Legs.....	95	44	+ 51	+ 115.9
Feet.....	105	70	+ 35	+ 50.0
Facial disfigurement.....	155	81	+ 74	+ 91.3
Miscellaneous permanent total.....	65	43	+ 22	+ 51.1
Miscellaneous permanent partial.....	96*	...	.....	.....
<b>TOTAL.....</b>	<b>2,055</b>	<b>1,935</b>	<b>+120</b>	<b>+ 6.2</b>

\*New classification established July 1, 1930—not included in comparative total.

Notwithstanding these increases in permanent injury cases during the first half of 1931, the average severity of injury in temporary injury cases shows a slight decline. The length of disability for all temporary disability cases compensated during the first six months in 1931 averaged 42.4 days as compared with an average severity of 42.8 days for the cases compensated during the first six months in 1930, an 0.9 per cent decrease.

Compensation awards for the first six months of 1931 totaled \$7,696,314 as compared with awards totaling \$8,109,457 for the first six months in 1930 decrease of \$413,143, or 5.1 per cent.

**INDUSTRIAL ACCIDENT FREQUENCY FOR JUNE, 1931, BY COUNTY**  
**Pike County Shows Lowest Industrial Accident Rate for June**

COUNTY <sup>1</sup>	Number of Accidents Reported		Rate of Accidents per 1,000 of Estimated Working Population <sup>2</sup>		Comparative Rank of Low Accident Frequency
	Fatal	Non-fatal	June, 1931	Equivalent Annual Rate	
All Counties (67)—Total.....	130	8,898	2.45	29.81	..
Adams.....	..	20	1.40	17.03	16
Allegheny.....	19	1,249	2.45	29.81	47
Armstrong.....	2	85	2.83	31.43	54
Beaver.....	..	115	2.12	25.79	41
Bedford.....	1	20	1.42	17.28	17
Berks.....	5	162	1.91	23.24	28
Blair.....	1	58	1.10	13.38	8
Bradford.....	..	17	.87	10.59	3
Bucks.....	..	52	1.43	17.40	18
Butler.....	..	63	2.01	24.46	35
Cambria.....	3	237	3.05	37.11	57
Cameron.....	..	4	1.83	22.27	24
Carbon.....	2	83	3.43	41.73	59
Centre.....	..	23	1.25	15.21	12
Chester.....	..	94	1.94	23.60	31
Clarion.....	..	34	2.47	30.05	49
Clearfield.....	..	74	2.06	25.06	36
Clinton.....	..	28	2.18	26.52	42
Columbia.....	1	48	2.56	31.15	51
Crawford.....	..	46	1.88	22.87	27
Cumberland.....	2	49	1.98	24.09	33
Dauphin.....	1	181	2.87	34.92	55
Delaware.....	1	192	1.98	24.09	32
Elk.....	..	49	3.68	44.77	62
Erie.....	..	127	1.91	23.24	29
Fayette.....	3	185	2.45	29.81	48
Forest.....	..	10	4.34	52.80	64
Franklin.....	..	32	1.27	15.45	13
Fulton.....	..	7	1.91	23.24	30
Greene.....	..	51	3.37	41.00	58
Huntingdon.....	..	17	1.10	13.38	9
Indiana.....	2	65	2.21	26.89	44
Jefferson.....	..	30	1.39	16.91	15
Juniata.....	..	6	1.06	12.90	7
Lackawanna.....	10	618	5.27	64.12	66
Lancaster.....	3	155	2.12	25.79	40
Lawrence.....	..	31	.84	10.22	2
Lebanon.....	2	27	1.12	13.63	11
Lehigh.....	1	102	1.58	19.22	20
Luzerne.....	19	924	5.60	68.13	67
Lycoming.....	..	73	2.06	25.06	37
McKean.....	..	53	2.54	30.90	50
Mercer.....	..	38	.99	12.05	4
Mifflin.....	..	36	2.43	29.57	46
Monroe.....	1	31	3.00	36.50	56
Montgomery.....	1	180	1.87	22.75	26
Montour.....	1	5	1.06	12.90	6
Northampton.....	1	114	1.78	21.66	22
Northumberland.....	7	174	3.64	44.29	61
Perry.....	1	10	1.27	15.45	14
Philadelphia.....	13	1,385	1.85	22.51	25
Pike.....	..	2	.68	8.27	1
Potter.....	..	16	2.19	26.65	43
Schuylkill.....	13	449	5.11	62.17	65
Snyder.....	..	8	1.11	13.51	10
Somerset.....	1	114	3.60	43.80	60
Sullivan.....	..	12	3.77	45.87	63
Susquehanna.....	..	28	2.09	25.43	39
Tioga.....	..	26	1.98	24.09	34
Union.....	..	7	1.05	12.78	5
Venango.....	1	56	2.34	28.47	45
Warren.....	1	28	1.80	21.90	23
Washington.....	4	216	2.80	34.07	53
Wayne.....	..	23	2.08	25.31	38
Westmoreland.....	5	308	2.76	33.58	52
Wyoming.....	..	9	1.52	18.49	19
York.....	..	100	1.59	19.35	21
Out of State.....	2	27	....	....	..

<sup>1</sup>Counties having an accident rate higher than the average for all counties are printed in red.

<sup>2</sup>Rate is of accidents in all industries including the coal mining and transportation and public utility industries.



**INDUSTRIAL ACCIDENT FREQUENCY FOR FIRST SIX MONTHS OF 1931, BY COUNTY**  
**Snyder County is safest in State during first six months of 1931. Industries in Luzerne County**  
**are most hazardous. Philadelphia County ranks 29th and Allegheny**  
**County 48th in industrial safety list for first half of 1931**

COUNTY <sup>1</sup>	Number of Accidents Reported		Rate of Accidents per 1,000 of Estimated Working Population <sup>2</sup>	Comparative Rank of Low Accident Frequency
	Fatal	Non-fatal		
All Counties (67)—Total.....	793	55,539	15.31	..
Adams.....	1	97	6.85	8
Allegheny.....	98	7,555	14.78	48
Armstrong.....	5	478	15.72	53
Beaver.....	7	704	13.12	40
Bedford.....	3	131	9.07	20
Berks.....	13	1,108	12.82	38
Blair.....	9	359	6.84	7
Bradford.....	2	136	7.00	10
Bucks.....	4	284	7.92	13
Butler.....	2	338	10.87	25
Cambria.....	28	1,796	23.18	61
Cameron.....	..	20	9.13	21
Carbon.....	5	463	18.86	58
Centre.....	5	262	14.47	44
Chester.....	8	523	10.97	27
Clarion.....	..	228	16.58	54
Clearfield.....	1	526	14.64	46
Clinton.....	..	160	12.46	37
Columbia.....	2	283	14.89	49
Crawford.....	3	261	10.78	23
Cumberland.....	4	222	8.79	18
Dauphin.....	16	963	15.41	51
Delaware.....	10	1,133	11.75	31
Elk.....	2	278	21.47	60
Erie.....	7	773	11.76	32
Fayette.....	20	1,177	15.59	52
Forest.....	1	56	24.76	62
Franklin.....	1	213	8.48	16
Fulton.....	1	28	7.90	12
Greene.....	3	268	17.91	55
Huntingdon.....	3	167	11.02	28
Indiana.....	15	537	18.23	56
Jefferson.....	4	302	14.14	43
Juniata.....	1	35	6.38	5
Lackawanna.....	65	3,814	32.57	66
Lancaster.....	16	883	12.05	34
Lawrence.....	2	228	6.24	4
Lebanon.....	4	230	9.04	19
Lehigh.....	7	553	8.61	17
Luzerne.....	110	6,018	36.38	67
Lycoming.....	4	400	11.38	30
McKean.....	4	386	18.71	57
Mercer.....	2	262	6.88	9
Mifflin.....	1	217	14.74	47
Monroe.....	2	126	12.02	33
Montgomery.....	12	1,019	10.69	22
Montour.....	1	27	4.95	2
Northampton.....	5	697	10.85	24
Northumberland.....	26	1,371	27.87	64
Perry.....	1	42	4.98	3
Philadelphia.....	83	8,444	11.29	29
Pike.....	..	21	7.18	11
Potter.....	1	87	12.06	35
Schuylkill.....	66	2,725	30.86	65
Snyder.....	1	33	4.72	1
Somerset.....	9	859	27.20	63
Sullivan.....	1	42	13.51	41
Susquehanna.....	2	105	7.99	15
Tioga.....	2	190	14.62	45
Union.....	..	43	6.44	6
Venango.....	5	297	12.40	36
Warren.....	5	206	13.09	39
Washington.....	27	1,588	20.57	59
Wayne.....	3	149	13.75	42
Westmoreland.....	25	1,719	15.40	50
Wyoming.....	..	47	7.93	14
York.....	4	683	10.89	26
Out of State.....	13	164	.....	..

<sup>1</sup>Counties having an accident rate higher than the average for all counties are printed in red.

<sup>2</sup>Rate is of accidents in all industries including the coal mining and transportation and public utility industries.

## ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

## ACCIDENT REPORTS RECEIVED

1931	Total			General Industrial		Coal Mining		Transportation and Public Utilities	
	Total	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
TOTAL—Six Months, 1931.....	56,333	794	55,539	354	33,123	363	20,006	77	2,410
January.....	10,767	153	10,614	59	6,237	75	3,864	19	513
February.....	9,044	117	8,927	47	5,116	55	3,429	15	382
March.....	9,220	129	9,091	60	5,254	61	3,445	8	392
April.....	9,199	123	9,076	52	5,504	59	3,190	12	382
May.....	9,075	142	8,933	74	5,503	58	3,091	10	339
June.....	9,028	130	8,898	62	5,509	55	2,987	13	402
TOTAL—Six Months, 1930....	74,229	880	73,349	406	46,380	404	23,134	70	3,835
GRAND TOTAL.....	2,697,971	35,469	2,662,502	15,215	1,683,438	15,003	756,287	5,251	222,777

<sup>1</sup>Since the inception of the Act—January 1, 1916.

# AGREEMENTS APPROVED BY THE BUREAU OF WORKMEN'S COMPENSATION

1931		Total	Fatal	Permanent Disability	Temporary Disability
TOTAL—Six Months, 1931.....		38,258	882	1,865	35,511
January.....		7,804	134	373	7,297
February.....		6,829	192	296	6,341
March.....		6,124	151	333	5,640
April.....		7,193	150	318	6,725
May.....		4,743	99	264	4,380
June.....		5,565	156	281	5,128
TOTAL—Six Months, 1930.....		45,552	886	1,639	43,027
GRAND TOTAL.....		1,136,333	29,940	36,132	1,070,261

## COMPENSATION AWARDED AND PAID

1931	AWARDED				PAID			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
TOTAL—Six Months, 1931.....	\$ 7,696,314	\$ 2,802,784	\$ 2,338,607	\$ 2,534,923	\$ 7,006,786	\$ 2,140,010	\$ 2,331,853	\$ 2,534,923
January.....	1,372,470	435,014	457,217	480,239	1,249,971	339,481	430,251	480,239
February.....	1,361,529	533,737	368,450	459,342	1,134,901	297,335	378,224	459,342
March.....	1,349,202	512,483	419,075	417,644	1,165,208	370,828	376,736	417,644
April.....	1,402,269	541,415	383,012	477,842	1,206,031	348,815	379,374	477,842
May.....	981,615	293,981	350,002	337,632	1,115,682	402,280	375,770	337,632
June.....	1,229,229	486,154	380,851	362,224	1,134,993	381,271	391,498	362,224
TOTAL—Six Months, 1930.....	\$ 8,109,457	\$ 3,038,419	\$ 1,762,185	\$ 3,030,853	\$ 7,230,732	\$ 2,021,492	\$ 1,900,387	\$ 3,308,853
GRAND TOTAL <sup>1</sup> .....	\$189,931,227	\$86,651,968	\$41,595,985	\$61,683,274	\$140,773,229	\$42,601,351	\$36,488,604	\$61,683,274

<sup>1</sup>Since the inception of the Act—January 1, 1916.

COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION  
PERMANENT INJURIES<sup>2</sup>

1931	Loss of Eyes		Loss of Arms		Loss of Hands		Loss of Fingers		Loss of Phalanges	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Six Months, 1931.....	249	\$ 446,093	50	\$ 142,225	118	\$ 276,105	733	\$ 291,143	485	\$ 112,584
January.....	55	101,049	10	29,551	29	69,846	146	58,582	91	21,612
February.....	35	62,907	12	35,055	18	44,010	115	44,429	80	20,034
March.....	41	73,397	9	27,640	19	45,128	126	52,135	96	21,486
April.....	35	60,104	6	13,769	16	37,114	99	38,342	96	21,769
May.....	46	84,504	8	21,611	17	40,202	114	45,580	57	13,001
June.....	37	64,132	5	14,599	19	39,805	133	52,075	65	14,682
TOTAL—Six Months, 1930..	228	\$ 410,415	46	\$ 130,306	98	\$ 245,391	745	\$ 306,986	580	\$ 134,506
GRAND TOTAL <sup>1</sup> .....	8,868	\$12,987,766	1,133	\$2,787,020	3,595	\$6,905,444	12,075	\$4,481,351	9,574	\$1,952,764

PERMANENT INJURIES<sup>2</sup>—(Concluded)

1931	Loss of Legs		Loss of Feet		Facial Disfigurement		Miscellaneous	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Per. Total Dis.	Per. Par. Dis. <sup>3</sup>
TOTAL—Six Months, 1931....	95	\$ 266,223	105	\$ 218,204	155	\$ 49,397	\$ 337,475	\$ 219,158
January.....	12	36,300	18	37,558	22	6,748	47,525	48,446
February.....	16	37,778	19	37,971	33	9,105	52,068	25,093
March.....	22	60,759	20	43,772	31	15,011	45,102	34,645
April.....	21	59,949	18	37,668	38	13,582	49,228	51,487
May.....	10	28,465	11	23,285	17	2,700	54,107	36,547
June.....	14	42,972	19	37,950	14	2,251	89,445	22,940
TOTAL—Six Months, 1930..	44	\$ 123,446	70	\$ 146,612	81	\$ 42,735	\$ 221,788	\$ .....
GRAND TOTAL <sup>1</sup> .....	1,681	\$3,929,481	2,301	\$4,020,014	979	\$485,663	\$3,610,509	\$435,973

<sup>1</sup>Since the inception of the Act—January 1, 1916.

<sup>2</sup>Multiple losses separated respectively.

<sup>3</sup>New classification established July 1, 1930.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
DURING JUNE, 1931

CAUSE	Total of All Industries			Construction and Contracting			Coal Mining		Manufacturing																										
				Building Construction		Other Construction	Contracting		Anthracite	Bituminous	Quarrying and Mining other than Coal Mining																								
				F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF		
TOTAL OF ALL CAUSES.....	130	8,898		2 435	10 234	5 436	43	1,866	12 121	2 104	26 2,572	3 128	2 160	2 182	5 368	..	77	..	174	1 143	1 155														
Working machinery and processes.....	6	677		12	..	16	..	15	..	35	2	47	..	3	4	458	..	6	1	9	1	79	..	30	..	26	..	43	..	41	1	45			
Boilers and pressure apparatus.....	1	26		1	..	..	..	2	..	5	..	..	..	..	..	8	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..			
Pumps and prime movers.....	1	18		3	..	1	..	2	..	1	..	..	..	..	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..			
Transmission apparatus.....	..	16		..	..	..	..	..	..	5	..	..	..	..	..	7	..	..	..	..	..	..	..	2	..	..	..	3	..	1	..	1			
Elevators and hoists.....	2	43		3	..	1	..	1	..	10	..	5	..	..	..	10	..	1	..	..	..	1	..	2	..	..	..	1	..	2	..	1			
Cranes and derricks.....	6	116		6	2	6	1	18	..	2	..	2	..	5	3	62	..	..	..	..	..	1	..	1	..	..	..	1	..	1	..	..	..		
Cars and engines.....	16	552		11	2	1	..	4	..	206	2	230	..	8	..	20	..	4	..	..	..	4	..	2	..	16	..	2	..	2	..	2	..	2	
Motor vehicles.....	12	431		11	2	21	1	25	..	3	..	2	..	1	5	110	2	5	..	1	1	4	..	2	16	..	..	3	..	2	6	..	2		
Other vehicles.....	1	55		..	..	..	..	..	..	1	..	2	..	..	..	21	..	1	..	..	..	..	..	17	..	..	..	..	..	..	..	..	..		
Hand trucks.....	..	98		3	..	2	..	9	..	..	..	..	..	..	..	55	..	4	..	10	..	..	..	10	..	..	1	..	2	..	4	..	6		
Water and air craft.....	1	10		1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
Handling objects—by hand.....	5	2,059		107	1	46	..	101	..	431	..	192	..	28	1	665	..	39	..	70	..	23	..	108	..	12	..	44	..	30	..	33	..	33	
Hand tools.....	..	905		43	20	..	46	..	199	130	..	13	..	13	..	256	..	13	..	9	..	22	..	24	..	6	..	31	..	9	..	13	..	33	
Electricity.....	5	51		1	..	1	..	1	..	19	..	11	..	1	..	10	..	..	..	1	..	1	..	1	..	2	..	..	..	..	..	..	..	..	
Explosive substances.....	18	97		5	1	2	1	10	..	30	..	1	..	1	3	21	..	5	..	1	..	1	..	1	..	1	..	..	..	..	..	..	..	..	
Hot and corrosive substances.....	3	258		14	..	15	13	..	10	..	12	..	3	1	126	..	8	..	10	..	2	..	21	..	10	..	..	..	1	..	1	..	1	..	3
Falling objects.....	33	1,285		50	1	23	..	60	26	519	5	354	1	17	..	166	..	5	..	15	..	5	..	15	..	4	..	12	..	10	..	14	..	14	
Falls of persons.....	14	1,263		2 109	42	70	..	185	..	56	..	56	..	13	5	345	..	25	1	16	..	25	2	82	..	12	..	22	1	22	..	20	..	20	
Stepping upon or striking against objects.....	..	518		53	..	24	..	38	..	104	..	45	..	..	..	122	..	9	..	5	..	16	..	17	..	..	..	4	..	5	..	5	..	8	
Miscellaneous.....	6	420		12	..	12	..	15	..	101	3	32	..	2	1	108	1	9	..	4	..	5	..	19	..	2	..	4	..	6	..	9	..	9	

\*F. = Fatal.  
N. F. = Non-fatal.



ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
DURING JUNE, 1931—(Concluded)

52

CAUSE	Manufacturing—(Concluded)										Transportation and Public Utilities			Other Industries																																																				
	Metals and Metal Products										Other			Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Retail		Wholesale		State and Municipal		Miscellaneous																																						
	Total	Blast Furnaces and Steel Works	Rolling Mills	Foundries and Machine Shops	Fabrication	Car Repair Shops	Automobile Service Stations	Other	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF																																				
*	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF																																				
TOTAL OF ALL CAUSES.....																																	12	1,115	1	34	2	200	2	214	3	401	3	79	1	187	..	70	9	186	..	109	4	107	1	145	2	571	99	6	409	8	504			
Working machinery and processes.....																																	1	157	..	2	..	28	..	26	1	86	..	6	..	9	..	22	..	..	3	..	2	..	15	..	24	..	..	11	..	36				
Boilers and pressure apparatus.....																																	1	7	..	..	..	..	..	..	..	2	1	1	..	1	..	..	..	1	..	..	..	..	..	..	..	..	2	..	4	..	..			
Pumps and prime movers.....																																	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..			
Transmission apparatus.....																																	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..			
Elevators and hoists.....																																	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..			
Cranes and derricks.....																																	3	55	2	..	17	2	15	1	16	..	1	..	4	..	2	..	1	..	2	..	2	..	2	..	3	..	3	1	..	3	..	3		
Cars and engines.....																																	..	13	2	..	3	..	..	..	..	7	..	1	..	58	..	1	..	3	19	1	6	..	1	..	1	..	64	22	1	84	1	59		
Motor vehicles.....																																	..	73	..	..	2	..	3	..	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
Other vehicles.....																																	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
Hand trucks.....																																	..	17	..	..	4	..	4	..	8	..	1	..	..	..	1	..	6	4	2	..	2	..	..	..	10	..	2	..	4	..	1	..		
Water and air craft.....																																	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
Handling objects—by hand.....																																	1	284	9	1	47	..	66	..	111	..	15	..	36	..	22	..	31	18	..	16	..	42	..	162	..	34	1	61	2	125				
Hand tools.....																																	..	123	5	..	14	..	18	..	39	..	10	..	37	..	6	..	7	4	..	19	..	20	..	65	..	6	..	46	..	31	..	1		
Electricity.....																																	..	6	..	..	2	..	..	..	2	..	2	1	4	..	1	..	1	..	3	1	4	..	2	..	1	..	1	..	1	..	7	..	1	
Explosive substances.....																																	3	12	..	..	1	..	3	1	2	..	2	1	4	..	2	..	1	..	1	..	3	2	16	..	6	..	2	1	7	..	12	..	15	
Hot and corrosive substances.....																																	1	68	7	1	19	..	21	..	18	..	1	..	2	..	2	1	6	4	..	2	1	16	..	8	..	2	..	2	1	7	..	2	..	7
Falling objects.....																																	..	83	..	..	20	..	21	..	31	..	9	..	9	..	2	..	4	5	..	11	..	5	..	5	..	24	..	3	..	17	..	26		
Falls of persons.....																																	1	115	3	..	23	..	15	..	37	1	18	..	19	..	6	1	44	..	21	1	18	..	32	1	132	..	15	..	82	3	99			
Stepping upon or striking against objects.....																																	..	53	1	..	9	..	10	..	24	..	2	..	7	..	3	..	11	..	8	..	7	..	8	..	42	..	1	..	18	..	35			
Miscellaneous.....																																	..	47	..	3	..	7	..	11	..	14	..	4	..	8	..	3	..	11	..	8	..	5	..	3	..	19	..	1	1	48	1	43		

\*F. = Fatal.  
N. F. = Non-fatal.

## FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1927			1928			1929			1930			1931		
	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
January.....	170	14,497	14,667	161	11,975	12,136	161	13,644	13,806	180	14,107	14,287	153	10,614	10,767
February....	184	13,101	13,285	145	11,912	12,057	137	12,140	12,277	155	11,914	12,069	117	8,927	9,044
March.....	354	27,598	27,952	306	23,887	29,193	298	25,784	26,082	335	26,021	26,356	270	19,541	19,811
April.....	162	14,332	14,494	145	12,539	12,684	195	13,712	13,907	115	12,089	12,204	129	9,091	9,220
May.....	516	41,930	42,446	451	36,426	36,877	493	39,496	39,989	450	38,170	38,560	399	28,632	29,031
June.....	169	12,693	12,862	139	10,928	11,067	151	12,593	12,744	167	11,309	11,476	123	9,076	9,199
July.....	685	54,623	55,308	590	47,354	47,944	644	52,080	52,733	617	49,419	50,036	522	37,708	38,230
August.....	172	12,869	13,041	360	13,041	13,401	179	13,677	13,856	124	12,059	12,183	142	8,933	9,075
September...	857	67,492	68,349	950	60,395	61,345	823	65,766	66,589	741	61,478	62,219	664	46,641	47,305
October.....	185	13,441	13,626	190	12,503	12,693	137	13,679	13,816	139	11,871	12,010	130	8,898	9,028
November...	1,042	80,933	81,975	1,140	72,898	74,038	960	79,445	80,405	880	73,349	74,229	794	55,539	56,333
December...	176	12,548	12,724	138	12,291	12,429	172	13,302	13,474	170	12,066	12,236			
TOTAL....	1,218	93,481	94,699	1,278	85,189	86,467	1,132	92,747	93,879	1,050	85,415	86,465			
	172	13,660	13,832	175	13,633	13,808	181	16,512	16,693	149	12,380	12,529			
	1,390	107,141	108,531	1,453	98,822	100,275	1,313	109,259	110,575	1,199	97,795	98,994			
	160	13,279	13,439	147	12,747	12,894	179	13,590	13,769	164	11,790	11,954			
	1,550	120,420	121,970	1,600	111,569	113,169	1,492	122,849	124,341	1,363	109,585	110,948			
	161	13,564	13,725	167	15,091	15,258	181	15,674	15,855	126	13,048	13,174			
	1,711	133,964	135,695	1,767	126,660	128,427	1,673	138,523	140,196	1,489	122,633	124,122			
	192	13,087	13,279	155	12,763	12,918	136	13,910	14,072	136	10,229	10,365			
	1,903	147,071	148,974	1,922	139,423	141,345	1,835	152,433	154,268	1,625	132,862	134,487			
	150	11,619	11,769	143	11,010	11,153	165	12,224	12,389	130	10,055	10,185			
TOTAL....	2,053	158,690	160,743	2,065	150,433	152,498	2,000	164,657	166,657	1,755	142,917	144,672			

NOTE: The figures in italics represent the cumulative totals by month under each classification.

COMMONWEALTH OF PENNSYLVANIA  
DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

---

Harrisburg: . . . . . Office of the Secretary,  
Industrial Board,  
Workmen's Compensation Board,  
Bureau of Employment,  
Executive Bureau,  
Bureau of Industrial Relations,  
Bureau of Industrial Standards,  
Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Statistics,  
Bureau of Workmen's Compensation,  
Bureau of Women and Children,  
South Office Building.

---

BRANCH OFFICES

Allentown: . . . . . Lehigh Valley State Employment Office,  
529 Hamilton Street.  
State Workmen's Insurance Fund,  
6 Gerner Building, 838 Hamilton St.

Altoona: . . . . . Cooperative State Employment Office,  
Central Trust Building.  
Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Commerce Building.  
State Workmen's Insurance Fund,  
333 Central Trust Building.

DuBois: . . . . . Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Deposit National Bank Building.

Erie: . . . . . State Employment Office,  
126 East Eleventh Street.

Franklin: . . . . . State Workmen's Insurance Fund,  
413 Franklin Trust Building.

Gaines: . . . . . State Workmen's Insurance Fund.

Greensburg: . . . . . State Workmen's Insurance Fund,  
306 Coulter Building.

- Harrisburg: . . . . . Bureau of Bedding and Upholstery,  
400 North Third Street.  
State Employment Office,  
Second and Chestnut Streets.  
State Workmen's Insurance Fund,  
18-26 South Fourth Street.
- Hazleton: . . . . . Bureau of Inspection,  
713 Hazleton National Bank Building.
- Johnstown: . . . . . Bureau of Inspection,  
427 Swank Building.  
State Employment Office,  
219 Market Street.  
State Workmen's Insurance Fund,  
1005 U. S. National Bank Building.
- Kane: . . . . . Workmen's Compensation Referee,  
Kane Trust and Savings Building.  
Bureau of Inspection,  
Fraley and Field Streets.
- Lancaster: . . . . . Cooperative State Employment Office,  
Y. M. C. A. Building.  
Bureau of Inspection  
Workmen's Compensation Referee,  
Woolworth Building.
- Lock Haven: . . . . . State Workmen's Insurance Fund,  
214 Vesper Street.
- New Castle: . . . . . Cooperative State Employment Office,  
Y. M. C. A. Building,  
West Washington Street.
- Oil City: . . . . . Cooperative State Employment Office,  
Y. M. C. A. Building.
- Philadelphia: . . . . . State Employment Office (Main Office),  
Bureau of Rehabilitation,  
Steele Building, Fifteenth and Cherry Streets.  
Bureau of Inspection,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,  
Workmen's Compensation Board,  
Bureau of Women and Children,  
State Workmen's Insurance Fund,  
Market Street National Bank Building, 11th Floor,  
Market and Juniper Streets.
- Pittsburgh: . . . . . Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,

	Bureau of Industrial Relations, Fulton Building. State Employment Office, 62½ Grant Street. State Workmen's Insurance Fund, 904 Park Building.
Pottsville:.....	Bureau of Rehabilitation, Workmen's Compensation Referee, Thompson Building. State Workmen's Insurance Fund, Baird Building.
Reading:.....	State Employment Office, 24 North Sixth Street.
Scranton:.....	State Employment Office, Linden Street and Madison Avenue. Bureau of Inspection, Workmen's Compensation Referee, State Workmen's Insurance Fund, 418 Union National Bank Building.
Sunbury:.....	State Workmen's Insurance Fund, 9 Witmer Building.
Towanda:.....	State Workmen's Insurance Fund, 216 Poplar Street.
Uniontown: .....	Workmen's Compensation Referee, Blackstone Building.
Upper Darby:.....	Bureau of Inspection, 6908 Market Street. Bureau of Bedding and Upholstery, 303 McClatchey Building, 69th and Market Streets.
Wilkes-Barre:.....	Bureau of Rehabilitation, Workmen's Compensation Referee, Coal Exchange Building. State Workmen's Insurance Fund, 174 Carey Avenue.
Williamsport:.....	Bureau of Inspection, Workmen's Compensation Referee, Heyman Building. Cooperative State Employment Office, Y. M. C. A. Building, 343 West Fourth Street.
York:.....	Bureau of Workmen's Compensation, Central National Bank Building. State Workmen's Insurance Fund, 917 Wayne Avenue.

NOTE:—State Employment Offices are conducted in cooperation with the United States Employment Service.



# LABOR AND INDUSTRY

*Published monthly by*

DEPARTMENT OF LABOR AND INDUSTRY  
COMMONWEALTH OF PENNSYLVANIA

A. M. NORTHRUP, M. D., *Secretary*

EPPIE REIMENSNYDER, *Editor*

---

Vol. XVIII

SEPTEMBER, 1931

No. 9

---

## Contents

	Page
Accidents Don't Just Happen. . . . .	3
JOHN S. SPICER, <i>Chief, Accident Investigation Section, Bureau of Inspection.</i>	
They Put Safety First. . . . .	8
Carnegie Steel Safety Trophy . . . . .	11
Recent Decisions of Workmen's Compensation Board. . . . .	13
Review of Industrial Statistics. . . . .	17
WILLIAM J. MAGUIRE, <i>Director, Bureau of Industrial Statistics.</i>	
Directory of Offices. . . . .	41

DEPARTMENT OF LABOR AND INDUSTRY

A. M. NORTHROP, M. D., *Secretary*  
CHARLOTTE E. CARR, *Deputy Secretary*

---

BUREAU OF INSPECTION

HARRY D. IMMEL, *Director*  
T. J. GOULD, *Assistant Director*

---

BUREAU OF WORKMEN'S COMPENSATION

W. H. HORNER, *Director*  
M. G. LEHMAN, *Assistant Director*

---

BUREAU OF REHABILITATION

HARRY TREBILCOX, *Director*

---

BUREAU OF EMPLOYMENT

S. S. RIDDLE, *Director*

---

BUREAU OF INDUSTRIAL STANDARDS

JOHN CAMPBELL, *Director*  
S. W. HOMAN, *Assistant Director*

---

BUREAU OF INDUSTRIAL RELATIONS

AMBROSE LANGAN, *Director*

---

BUREAU OF STATISTICS

WILLIAM J. MAGUIRE, *Director*  
TOLBERT C. K. SMEE, *Assistant Director*

---

BUREAU OF WOMEN AND CHILDREN

BEATRICE MCCONNELL, *Director*

---

BUREAU OF BEDDING AND UPHOLSTERY

M. P. FREDERICK, *Director*  
FRED W. WYBLE, *Assistant Director*

---

BUREAU OF ACCOUNTING

IVAN L. MEASE, *Director*

---

WORKMEN'S COMPENSATION BOARD

A. M. NORTHROP, M. D., *ex-Officio*  
ARTHUR C. DALE, *Chairman*  
EDWARD J. HUNTER

WILLIAM J. BURCHINAL  
J. C. DETWEILER, *Secretary*

---

STATE WORKMEN'S INSURANCE BOARD

A. M. NORTHROP, M. D., *Chairman*

EDWARD MARTIN, *State Treasurer*

CHARLES F. ARMSTRONG, *Insurance Commissioner*

---

STATE WORKMEN'S INSURANCE FUND

W. JACK STITELER, JR., *Manager*

---

# **ACCIDENTS DON'T JUST HAPPEN**

## **Safety Lies in Profiting by the Experience of Others in Pennsylvania Industry**

BY JOHN S. SPICER

*Chief, Accident Investigation Section  
Bureau of Inspection*

### **TRUCKS ARE NOT PASSENGER VEHICLES**

A truck is a very useful type of automobile to be used for industrial purposes, but is not intended to be used for carrying passengers, either in the body of the truck (unless seats are provided) or on the running-board.

During the last few years a dozen cases of fatal accidents have been reported as a result of trucks being used for carrying passengers, particularly employes, to a job or returning from it.

The typical report states, "The employe was standing in the body of the truck. The truck gave a jolt, stopped suddenly, and the employe fell, striking his head with fatal result."

Two such cases recently have been reported to the Department. In one case an employe stood on the running-board of a truck. He was jolted from the truck, and the rear left wheel passed over his body. His injuries were so serious that he died the same day. The material being hauled in the truck had to be carried only two hundred feet. Previously this man together with two helpers had walked back and forth, but this time he stood on the truck with the above result. In the other case an employe, wanting to ride only a short distance, ran to jump on a truck. He slipped, missed his hold, and the truck ran over him. He died the same day.

Such cases demonstrate that truck owners should issue orders that employes shall not be permitted to ride on the running-board or in the body of a truck unless seats are provided.

### **ICE MANUFACTURING**

An employe in an ice manufacturing plant, where only two employes were working, was cleaning scale and rust from the locking device of a can dumper. This "can dumper" is an "L" shaped device tripped by means of a foot lever, and drops of its own weight.

The employe had the can dumper in an upright position while he was down in the pit removing the rust. He did not realize that the bottom of the rod from which he was hammering the scale and rust was connected with the

tripping device. He either touched the tripping lever with his back, or hit it with the hammer which caused the dumper to drop and crush his head between it and the wall causing his death.

It is such a simple matter to prevent this kind of an accident by the use of a plank placed across the opening underneath the can dumper.

It also might be advisable to have a notice posted that men are making repairs. Otherwise some thoughtless employe might remove the plank unknown to the man making the repairs. Above all, it is necessary for the official in charge to see that proper precautions are taken.

## BELTS

Two employes learned recently that moving belts could not safely be put on moving pulleys by using their hands or their feet.

One employe attempted to connect a belt to a motor with his feet. The result was a broken leg; another employe attempted to do it with his arm, and his arm was broken.

The superintendent of a small factory tried to put a moving belt on a moving pulley and his arm was torn out at the socket and hurled across the room.

These accidents point out the dangers of such practices. Belts should not be put on moving pulleys while the machinery is under power. Can we not profit by the painful experience of these now sadder but wiser men?

## LACK OF WARNING AND SAFETY PRECAUTION

A steel gondola car was being dismantled. The general practice was to use a blow torch to cut the side horizontally along the side sill and vertically along the stakes and ends, leaving a small piece at each end on which the final cuts were made. When the final cuts were made at each end, the side of the car would fall outward to the ground.

A rope guard was to have been placed around the car and standards, and ropes were on hand for this purpose, but for some unaccountable reason this was not done and the man in charge of the operation passed around the end of the car, was struck by the falling side and was seriously injured.

Too frequently proper warning is not given to employes working around hazardous places or where there is danger of their being struck by falling material from overhead. In this case the man, who should have seen that safeguards were erected around the operation, failed in his duty and is suffering the consequences.

Plant officials also failed to note the condition and correct it.

If accidents are to be prevented, safeguards must be used at all times.

## HANDLING MATERIAL

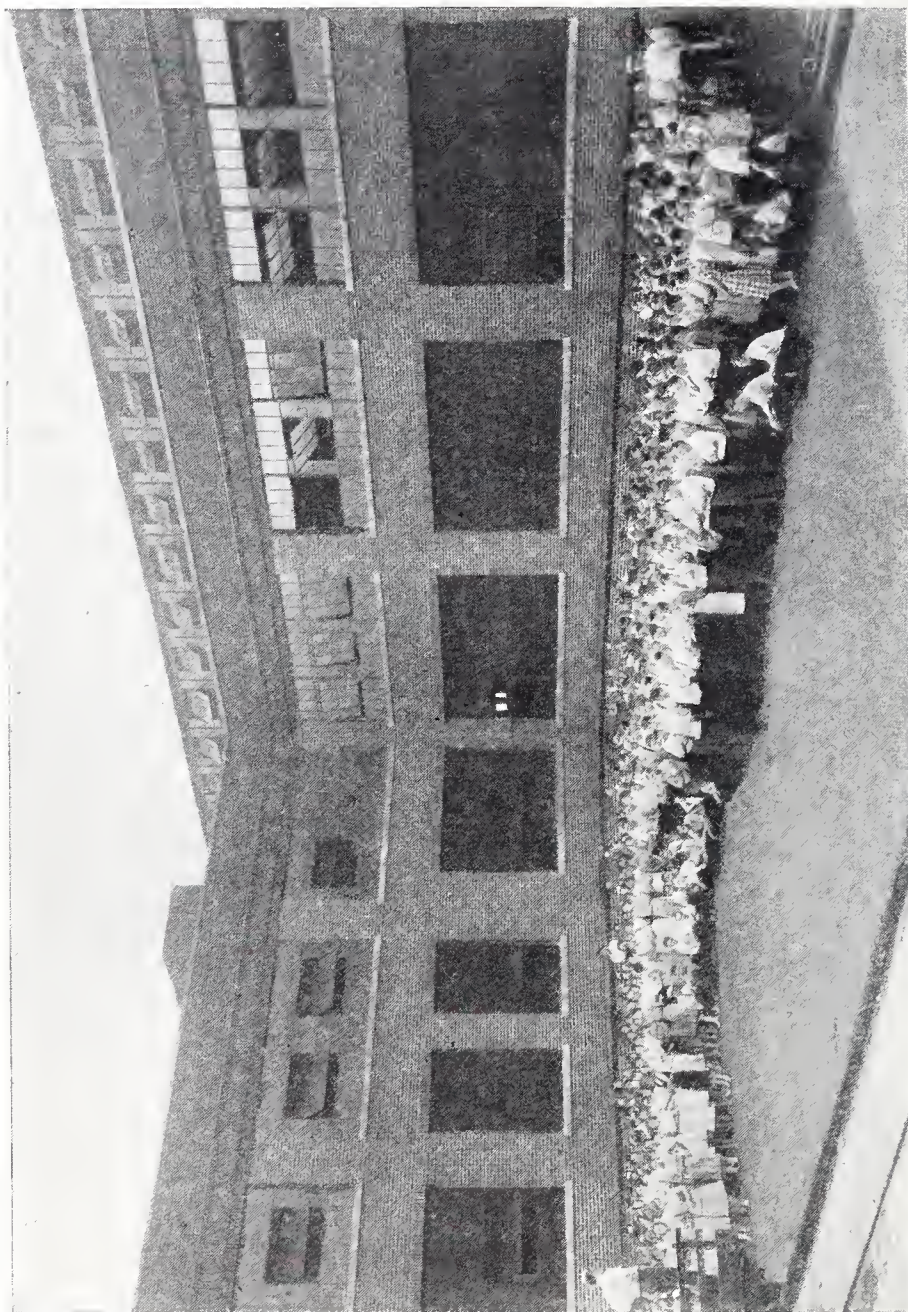
While an employe of a structural steel company was pushing a truck load of beams from one craneway to another the beams fell from the small car or truck and pinned him underneath. He was fatally injured.

Investigation showed that a wooden skid under the beam broke. This permitted the beams to fall from the truck and as the employe, who was pushing the truck, was on the side he was caught between upright and pile of beams.

If the skid being used under the beams had been of sufficient strength the accident probably would not have happened. This seems to be a case of using inadequate apparatus to handle a heavy load. If the car had had a solid floor it would have been more suitable for the purpose to which it was put.

Supervising officials should be sure that adequate apparatus is available when heavy loads are handled.





**TYPICAL PLANT SAFETY MEETING BEING ADDRESSED BY BUREAU OF  
INSPECTION SPEAKER**

As an important feature of the educational activities of the Bureau of Inspection, trained speakers are at the service of industrial plants to address safety meetings. These speakers, usually members of the Bureau staff, are competent to discuss the particular problems of whatever branch of industry the factory may represent and from the down-to-the-minute records of the Bureau of Statistics, which cover every industrial concern in the State, can talk intelligently on the special needs of any individual plant.

The accompanying photograph portrays John S. Spicer, Chief of the Accident Investigation Section of the Bureau of Inspection, addressing an outdoor meeting of employes of the Hygrade Sylvania Corporation at Emporium. This concern, with seven hundred employes, had recorded only one compensable accident for 1931 at the date of this gathering which was July 31. The Hygrade Sylvania Corporation safety meeting was one arranged by the Pennsylvania Manufacturers' Association Casualty Insurance Company, the concern's insurance carrier. The safety speakers of the Bureau of Inspection are available for plant safety meetings arranged by any of the insurance companies or by the plants themselves. All that is necessary is that the date be set far enough in advance to permit preparation of schedules.

Two things are considered by the Bureau of Inspection to be extremely desirable if a plant safety meeting is to make the best impression. One is, that the meeting be held on company time; and the other, that the highest ranking official of the concern be on hand to introduce the speaker. The Bureau of Inspection safety speakers are trained to condense their talks so as to occupy a very limited time.

## THEY PUT SAFETY FIRST\*

OUTSTANDING ACTIVITIES OF PENNSYLVANIA INDUSTRY ASSEMBLED BY THE  
BUREAU OF INSPECTION

The Marcus Hook Plant of the Viscose Company recently completed over one million man-hours of work without a lost-time accident. The Viscose Company figures lost-time accidents on a basis of time lost beyond the day or shift on which the accident occurs. The Marcus Hook Plant recorded a total of 68 days from March 18th to May 25th without accident, and on June 16th, at the time this report was made, was well over 320,000 hours of another accident-free period.

---

Records of the Safety Department of the National Radiator Corporation for the first four months of 1931 disclosed the Johnstown Union Plant as continuing leadership in accident reduction among the Pennsylvania units of this corporation. Not a single disabling accident was charged against the Union Plant in the first four months of the year.

---

Early June marked the completion of four years without a single lost-time accident charged to Roundhouse employes of the Dickerson Run Yards of the Pittsburgh and Lake Erie Railroad Company. This is declared to be the greatest performance in accident prevention in railroad history.

---

The A. M. Collins Manufacturing Company, of Philadelphia, with 189 employes working 48 hours per week, reported in June a record of 13 months without a lost-time accident.

---

The Greensburg Plant of the Walworth Company, with 1,365 employes, recorded in May its second no-accident month of the year. The May record which began on April 17th was continuing unbroken on June 13th, when this report was made.

---

During the month of April, 1931, the Back Shop of the Erie Railroad, at Meadville, operated 92,543 man-hours without a reportable accident among 696 men.

---

A safety poster contest conducted by Mr. M. E. Nolen, Safety Supervisor of the McClintic-Marshall Corporation, at Braddock, inspired a large number of attractive and original drawings all contributed by employes. Under the

---

\*This will be a regular feature in **Labor and Industry**. Pennsylvania concerns are invited to submit from time to time safety records that they consider worthy of publication. Address: Director, Bureau of Inspection, Department of Labor and Industry, or your Divisional Supervisor of the Bureau.



terms of the contest a prize of \$5.00 was awarded for each poster accepted, while a grand prize of \$25.00 went to the author of the poster that was judged to be best of all. The winner of the grand prize was Herbert N. Lane, employe of the Buffalo Works.

---

The Gunter Silk Company, of Danville, upon receipt of an Honor Roll Certificate awarded in the 1930 industrial safety campaign of the Bureau of Inspection notified Supervising Inspector Albert Karhan, of the Williamsport Division, that they have recorded no lost-time accidents during their entire business career which began in 1916.

---

The Rohm and Haas Company, of Bristol, manufacturers of chemicals, established a record of 120 days prior to May 11, 1931, with no lost-time accidents among 190 employes. This record terminated when a worker suffered an infection from a scratch which he failed to report for first-aid treatment.

---

The Western Electric Company, Incorporated, has received an Honor Roll letter from Supervising Inspector C. C. Black, of the Philadelphia Division of the Bureau of Inspection, as a reward for having operated its distributing house at 300 E. Allegheny Avenue, Philadelphia, without accidents in 1930. The concern manufactures telephone apparatus in this factory, the departments including Machine, Switchboard Wiring, Woodworking, Wood Finishing, Metal Finishing, Spraying, and Sandblasting. The no-accident record extends from April, 1928, and includes 475 employes.

---

The American Bridge Company, at Pencoyd, with 1,200 employes, went through April, 1931, without a lost-time accident.

---

Fifteen hundred employes of the construction and maintenance crews of the Bell Telephone Company, operating in central Pennsylvania, completed the first quarter of 1931 without accident. Commenting on the achievement, Vice-President J. T. Harris says: "We regard this unusual record as further justification of the efforts made by the Telephone Company to school all members of the construction and maintenance forces in safety methods."

---

Maintaining a perfect safety record among 115 employes during the fiscal year of 1930, the Chester Valley Electric Company, with headquarters in Coatesville, has been awarded two silver trophies. Although neither of the awards which were given by the Midwest Utilities Company and the National Electric Power Company has been won outright by the Chester Valley Company, but rather by the entire Pennsylvania utilities group, the local company leads in safety percentage for all Pennsylvania towns in both instances.

Although window cleaning is classed as extra hazardous employment, the Sanitary House and Window Cleaning Company, operated by Joseph Lipton, in Philadelphia, claims a record of 25 years without accident among its average of 38 male window cleaners and 22 female house cleaners. Most of the work of this company is done in the large hotels of Philadelphia. All window cleaners are equipped with safety belts.

---

The Eclipse Oil Works, of Venango County, is exhibiting two safety trophies. One, a permanent possession, is in the form of a miniature oil rig. This was awarded in competition with other subsidiaries of the Atlantic Refining Company in 1930. The other, a miniature filling station, was gained by attainment of the best safety record in the first quarter of 1931.

---

Chosen from a group of 30 prize-winning high school entrants from ten counties in the area of the Central Pennsylvania Safety Council, Miss Margaret R. Custer, of Franklin Borough, won the grand prize in the high school division of a safety essay contest sponsored by the Council. More than 100,000 pupils participated in the contest which was conducted as a feature of the Bureau of Inspection drive to knock off the March accident peak.

---

Miss Carroyl Elizabeth Bowman, a senior in Chambersburg High School, was winner of the first prize in the safety essay contest conducted during the past month of March in the public schools of Franklin County. This contest was a part of Franklin County's contribution to the special safety activities of the March no-accident drive.



## CARNEGIE STEEL SAFETY TROPHY



Unity of purpose is the significant thought portrayed by the 1931 safety trophy for which all units of the Carnegie Steel Company this year are competing. The executive, the superintendent, and the workmen are pictured as declaring themselves "All for Safety." The figures are in bronze, and the group stands before a cross section of a rail which is flanked by two car wheels.

These are done in silver, and the whole is mounted on a plinth formed of riveted beam sections done in bronze. On the sides of the beam sections will be placed silver plates carrying the names of the winners.

---

## A SAFETY RECORD

Forty-six of the 195 plants in western Pennsylvania participated in an inter-plant safety contest conducted by the Western Pennsylvania Safety Council over the period from January to June, 1930, received certificates of award for having gone through the entire six months without accident. Bronze trophies were awarded to the winners in twenty groups, the award going to that member of the group having the lowest accident rate. The following companies were group winners: McClane Mining Company, Meadowlands; Canfield Oil Company, Coraopolis; Liberty Baking Company, Pittsburgh; Duplane Corporation, Creighton; Union Limestone Company, Hillsville; Harbison Walker Refractories, Hays Station; Enterprise Stamping Company, McKees Rocks; Union Drawn Steel Company, Beaver Falls; Pittsburgh Steel Company, Monessen; Lee C. Moore & Company, Newville Islands; Russell, Burdsall and Ward, Coraopolis; Pittsburgh Plate Glass Company, Ford City; H. H. Robertson Company, Ambridge; Carbo Oxygen Company, Coraopolis and Pitcairn; Monessen Southwestern Railroad, Monessen; Beaver Valley Traction Company, Beaver; Bell Telephone Company, Southern District; Peoples Natural Gas Company, Pittsburgh.

## RECENT DECISIONS OF THE WORKMEN'S COMPENSATION BOARD

### WASYLEWICZ v. AMERICAN BRIDGE COMPANY

*Loss of leg—Other disability unrelated to injury.*

*Compensation was paid for total disability for a period of three hundred and twenty-one weeks when it became necessary to amputate claimant's leg. The evidence supports the finding of the referee that other conditions from which the claimant is suffering disability are due to natural causes, and the claimant having been paid in excess of the period provided for loss of leg, the defendant is entitled to a termination of payments.*

OPINION BY CHAIRMAN DALE—AUGUST 6, 1931

The claimant herein appeals from the law and the facts as found by the referee, alleging error in the finding that total disability is not present and that if any partial disability exists, it is not related to the accident.

The claimant suffered from a severe injury on June 7, 1924, while in the course of his employment with the defendant, resulting in the amputation of claimant's right leg on February 19, 1930, approximately six years later. Upon finding that this was the only disability from which the claimant was suffering and that he has been paid compensation for a period of 321 weeks, or 106 weeks more than would be required for the loss of a leg, the referee granted the petition for termination. The claimant insists that he is suffering from a heart condition which justifies the continuing of compensation for total disability, and his witness, Dr. Gabriel Kraus, testifies: "I examined him on five different occasions and it leads me to believe that he is suffering a chronic myocarditis, due to prolonged illness and ulceration which have been caused by burns." In view of this doubt the referee summoned an impartial physician to examine the claimant, and we commend his wisdom in so doing. Dr. Walter H. Blakeslee, the Board's physician, made an examination and testified that he found no aggravation of a natural existing arteriosclerosis that could be traceable to violence, but on the other hand, that the hardening of the arteries which he found was a normal condition due to the age of the claimant, "as obtains in any and every person. There isn't any person that doesn't have it in some degree, that is part of the wear and tear of the body." This was also the conclusion of Dr. Joseph Tumarkan, called by the defendant at the second hearing. As he states: "Well usually in people after forty-five years we have an accentuation on the second sound and means some arteriosclerosis, but of course, this is physiological. After forty-five years everybody has a little hardening of the arteries, we don't count it as pathology."



The claimant's case is one which appeals strongly to our sympathies. After suffering for six years in an effort to save his leg, he has met with a disappointing failure and now that the prime of life is passing, he finds himself laboring under difficulty in an effort to adjust himself to an artificial leg, with pain, discomfort, soreness to the stump and the shoulder due to the straps. He is also facing the difficulty of adjusting himself to new forms of occupation in an effort to establish an earning power. But these disabilities are nevertheless due solely to the loss of his leg and are the direct result of this loss, and while the greatest moral obligation is placed on the defendant to assist in the rehabilitation of its servant at this time and under such circumstances as are disclosed in the record, nevertheless we are bound to say that all legal necessity of further compensation has ceased. The principle in such case is well stated by Judge Houck, of the Court of Common Pleas of Schuylkill County, in the case of *Rigler v. Schuylkill Haven Casket Company*, 17 Dept. Rep. 594, as follows:

"Claimant has been compensated under Section 306 (c) for the loss of his right foot. Compensation under this section includes all disability resulting from the permanent injury, but compensation may be made for an injury to, destruction or affection of, other organs or parts of the body produced by the permanent injury if it causes a disability separate, apart, and distinct from that resulting from the specific loss. And, where it is claimed that some other part of the body is affected, so that additional compensation may be recovered under Paragraph (a) or (b) of Section 306, it must definitely and positively appear that it is so affected as a direct result of the permanent injury. The disability must be separate and distinct from that which normally follows the specific loss; there must be a destruction, derangement or deficiency in the organs of the other parts of the body; pain, annoyance, inconvenience, disability to work or anything that may come under the term 'all disability' or normally resulting from the permanent injury are not sufficient to warrant the payment of additional compensation: *Lente v. Lucci*, 275 Pa. 217, 221; *Clark v. Clearfield Opera House Company*, 275 Pa. 244. These are the established principles and the question to be determined is whether claimant has met the burden cast upon him."

A study of the record fails to convince us that the claimant has met this burden, and therefore the findings and order of the referee terminating compensation, are affirmed.

### SCHMIDT v. PETER COOPER'S GLUE FACTORY

*Loss of foot—Claim for disability from other injuries disallowed on prior petition from which decision no appeal was taken. The averments on the present*

*petition differ in no substantial way from those in the former proceeding and the Board sees no justification to reopen the case.*

OPINION BY COMMISSIONER HUNTER—AUGUST 6, 1931

This claimant was injured, in the course of his employment, on October 27, 1927. His left ankle was broken. Subsequently an agreement was entered into under which he was paid \$12.00 a week for 150 weeks for the loss of the use of the foot. At the expiration of this period, it appears, the claimant refused to sign a final receipt, and defendant and its insurance carrier filed a petition to terminate.

In answer to the termination petition, the claimant averred that his injuries in the accident had not been confined to the foot; that his left side had been injured and that this injury still disabled him.

The referee, after the taking of testimony, filed a report in which he found as a fact that claimant had been fully compensated for the loss of the use of the foot and "that any other disability he is suffering from is due to chronic osteoarthritis, which is in no way associated with the said accident of October 27, 1927."

The referee ordered that the compensation agreement be terminated as of September 21, 1930. No appeal was filed with the Board.

On January 5, 1931, the claimant filed a petition for reinstatement of the compensation agreement. He averred: "I am still disabled due to injury to the left side sustained on October 27, 1927. My agreement for compensation covered injury to the foot and I have received no compensation for injury to the left side."

These averments differ in no substantial way from the averments he made in his answer to the termination petition. Neither the petition for review nor the notice of appeal from the referee's dismissal of the review petition allege that there has been any change in the claimant's condition since the hearing on the termination period, or that claimant has since come into possession of any additional evidence which might tend to show that the referee erred in terminating the agreement.

The Board wishes to give every claimant full opportunity to present his case, and will not interpose any technical obstruction where it believes that justice will be served by a rehearing.

In the instant case we see no justification for disturbing the referee's decision. The claimant was given an opportunity to present testimony concerning his disabilities at the termination proceedings. The referee found as a fact that they were not the result of the accident. The claimant possessed the right to appeal to the Board. He did not exercise that right. Consequently, the matters dealt with, at the termination hearing, which are the same matters now dealt with in the petition for review, became *res adjudicata*. The law on this has



been discussed exhaustively by Chairman Dale in the case of Unkovich for *Klasnic v. Crucible Fuel Company*, the opinion in which case was filed by the Board on April 14, 1931.

The referee's order of dismissal is affirmed. The appeal is dismissed.

## THOMAS v. BRAKE SERVICE COMPANY

*Petition for re-hearing.*

*Re-hearing allowed upon petition which indicates the facts were not fully developed before the referee, the petition being supported by affidavits of material evidence not heretofore presented.*

OPINION BY COMMISSIONER BURCHINAL—AUGUST 6, 1931

This is the claimant's petition for a re-hearing. The petition alleges that on June 5, 1930, while repairing a wheel on a Reo truck, he felt a sharp pain in his right groin.

He further avers that on the next day, June 6, 1930, he notified a Mr. Grossman, who was shop foreman for the defendant company, of his injury, and that he consulted his family doctor who told him he was ruptured.

A claim petition was filed on November 20, 1930, and a hearing held before the referee. Claimant was not represented by counsel, and had no witnesses called, as he was told no witnesses were necessary. The referee made an award of compensation finding a compensable hernia. The defendant appealed and the Board filed an opinion on February 6, 1931, in which the findings of fact, conclusions of law, and award of the referee were reversed and the petition for compensation disallowed.

The claimant now petitions for a re-hearing and is represented by counsel, who avers that he has material evidence that was not presented; namely, that the hernia was reported to the shop foreman within seventeen hours of the alleged accident. As these allegations are supported by sworn statements of the shop foreman and fellow mechanic, who both under oath state that the claimant did notify the manager of the defendant company, we believe there is much merit in the petitioner's contention, and the prayer of the petition is granted for a re-hearing to take the testimony of the shop foreman, fellow mechanic, and the manager of the defendant company, time and place to be subsequently fixed.

# REVIEW OF INDUSTRIAL STATISTICS

PREPARED BY  
*The Bureau of Statistics*

**State Public Employment Office Reports**—The gap between applicants for work and available jobs continued to widen in July. The ratio of applicants for employment to available jobs as reported from public employment offices for the four-week period ended July 25, 1931, reached the record figure of 430 applicants for every hundred jobs available, the highest mark for any period during the nine years for which comparative records of public employment office activities are available. The applicant to job ratio for July, 1931, was 5.1 per cent higher than the ratio for June, and 12.0 per cent higher than the ratio for July, 1930.

Applicants for work at the public employment offices during the four weeks covered by the July report numbered 9,956, an increase of 1,501, or 17.8 per cent, as compared with the number applying in July, 1930. Job openings listed for the fourteen areas served by the public employment offices numbered 2,315 during July, an increase of 112, or 4.8 per cent, as compared with the number of jobs listed in July, last year, but less than one-fourth of the number needed to provide employment for all applicants. Jobs were secured for 2,078 persons during July, 1931, as compared with jobs secured for 1,961 persons in July, 1930, a 6.0 per cent gain.

While the general ratio of applicants to job openings continued to increase in July, there was some evidence of increased calls for workers in a few industries. Calls for farm workers, while few in the aggregate, were considerably more than the total for this period last year. Unusually large fruit and vegetable crops probably account for this increased demand. The operation of canneries at this season also occasioned some demand for workers. Calls for workers in the building industry also showed considerable improvement and were in greater volume than at this period in 1930. The demand for workers from the hotel and restaurant industry, particularly for female help, was fairly strong during July, and placements for this group, largely at summer resort hotels, ran higher than the totals at this period last year. Employment in the manufacturing, mining, quarrying, and transportation industries was very inactive. Calls for workers in manufacturing were less than half the total for this period last year. Not a single call for workers was received during the month from the mine and quarry industry. Transportation lines with many regular workers on extra lists and on furloughs contributed few calls for new workers during July.

The public employment office records for the first seven months of 1931 show that 73,631 persons sought the assistance of the public employment offices in obtaining work during that period; 21,533 job openings were listed, and work

was secured for 18,917 applicants. Compared with totals for the corresponding period in 1930, the number of applicants for work during the first seven months in 1931 was 10.6 per cent higher, the number of employment opportunities listed was 0.1 per cent less, and placements were 3.7 per cent above the total for the first seven months in 1930.

## EMPLOYMENT AND WAGE PAYMENTS

**Manufacturing**—July reports from manufacturing concerns in Pennsylvania showed further declines in employment and wage payments. Reports from 840 firms engaged in 51 branches of manufacturing activity showed a 2.7 per cent decline in employment and an 8.3 per cent decrease in payrolls for July as compared with June. These declines were larger than the usual seasonal reductions at this period but were smaller than the reductions reported for the June-July comparison last year. Manufacturing employment for July, 1930, showed a 4.8 per cent decrease as compared with June, and payrolls dropped 9.4 per cent. The index of manufacturing employment for July, 1931, at 72.5 per cent of its 1923-1925 average, was 17.2 per cent lower than for July, 1930, and the index of wage payments in manufacturing for July, 1931, at 55.6 per cent of its 1923-1925 average, was 31.5 per cent lower than for July, 1930. Employment and wage payments in manufacturing industries in July, 1931, were lower than in any corresponding period during the nine years for which comparative records are available.

Reduced employment and wage payment totals for July were shown for seven of the nine major manufacturing groups, the lumber group, and the leather and rubber group being the only two showing any gain in employment or wage payment as compared with June. Employment for the lumber products group gained 4.0 per cent over June and payrolls increased 3.4 per cent, the increase occurring principally in furniture manufacture. The leather and rubber group showed an 8.8 per cent increase in employment and a 4.7 per cent gain in payrolls for July as compared with June with the increase centered largely in shoe manufacturing. The other seven manufacturing groups, including the metal; transportation equipment; textile; foods and tobacco; stone, clay and glass products; chemical; and paper and printing industries, all showed reduced working forces and decreased payrolls for July as compared with June.

In the metal products group, largest employment and payroll reductions were shown for the blast furnace, steel works and rolling mills, iron and steel forgings, stove and furnace, and foundry industries. The structural iron industry, with a 15 per cent gain in employment and a 12 per cent increase in wage payments for July, was the only one of the metal group reporting employment and payroll increases over June.

In the transportation equipment industry, automobile plants and ship yards reported large employment and payroll reductions. Payrolls of shipbuilding companies for July averaged 30 per cent less than in June.

In the textile industry, woolen and worsted mills reported some improvement over June, but all other industries showed declines for the month. In the hosiery industry, employment for July was six per cent less than in June while wage payments dropped more than 24 per cent. Decided seasonal recessions were shown for the men's and for the women's clothing industries, women's clothing showing a 35 per cent drop in employment and a 42 per cent decrease in payrolls for July as compared with June.

In the food and tobacco group, there was little change of importance except the seasonal movements in the confectionery and ice cream industries, the former showing its usual summer let-up in production and the latter reaching its production peak during the hot July weather. Operations in cigar factories remained at practically the same level as in June.

In the stone, clay and glass group, July payrolls for all industries were decidedly lower than for June. The cement industry showed a 3.8 per cent reduction in employment and a 15.6 per cent decrease in payrolls, while in the glass industry employment was 18 per cent lower than the June level and payrolls 22 per cent less. The reduction for the glass industry was augmented to some extent by the report for one plant which was partially destroyed by fire during the month.

In the lumber group, furniture factories reported increased employment and wage payments for the month, but a three-day week was prevalent throughout the industry.

In the leather industry, the 27.8 per cent employment increase for shoe factories was occasioned primarily by the reopening of two large factories in July which had been closed down in June during a period of reorganization.

Total hours of work in manufacturing plants for July averaged eight per cent less than in June according to figures reported by 587 manufacturing firms. Workers employed by these concerns averaged 36.6 hours of work a week in July as compared with an average of 39.7 hours a week in June.

Reports of wage rate reductions in manufacturing industries for July were less numerous than for any month thus far this year. Inspection of the reports for the 840 firms reporting for July disclose that 21 firms announced wage reductions affecting 2,667 employees. The wage cuts ranged between three and 20 per cent and averaged 7.8 per cent. During the first seven months in 1931, 188 of the 840 manufacturing firms reporting to the Department announced wage reductions affecting 32,234 employees, or wage reductions for approximately 12 per cent of the total number employed.



Weekly earnings of workers in manufacturing plants averaged \$20.24 a week in July as compared with \$21.25 a week in June, a 4.8 per cent decline. Average hourly earnings at 55.9 cents an hour in July were unchanged as compared with the June average.

Vacation periods, inventory takings, and the Fourth of July holiday added in some measure to the decline in manufacturing payrolls for July. Yet, with these factors and the usual seasonal recession of manufacturing activity at this period taken into consideration, there was nothing in the July reports indicating that the manufacturers anticipated any marked improvement of business conditions in the immediate future.

**Coal Mining**—Activity in the anthracite coal mining industry in July continued to fall far below the level for last year. Reports from 159 anthracite collieries to the Anthracite Bureau of Information show nearly a 15 per cent drop in employment and a 19 per cent decrease in wage payments for July as compared with June. The index of anthracite employment for July standing at 63.4 per cent of its 1923-1925 average and the July index of wage payments at 45.6 per cent of the 1923-1925 average were the lowest for any month since the work suspension in the anthracite industry during the last half of 1925. Anthracite employment for July, 1931, was nearly 30 per cent less than a year ago, and wage payments 37 per cent lower.

Reports from 372 bituminous mines in Pennsylvania to the United States Bureau of Labor Statistics show a 2.2 per cent decrease in employment and an 0.8 per cent decrease in wage disbursements for July as compared with June. Employment in the Pennsylvania bituminous industry for July was nearly 13 per cent lower than a year ago, while payrolls decreased more than 30 per cent.

**Construction and Contracting**—Employment in construction and contracting work continued to gain in July. Reports from 59 firms in the construction and contracting industry show a 9.3 per cent advance in employment and a 7.7 per cent gain in payrolls for July as compared with June. This gain in construction employment and payrolls for July was somewhat larger than that shown at this period last year. The report for the June-July period in 1930 showed a 5.4 per cent increase in employment and a 4.7 per cent gain in payrolls for July as compared with June. Construction employment for July, 1931, according to the index based on records for these 59 concerns, was 32 per cent less than in July, 1930, and average weekly payrolls were nearly 44 per cent lower.

Employment on highway construction operations was 25 per cent larger in July than in June. Reports to the State Highway Department from the eight division engineers show that a total of 19,190 workers were employed on state highway construction and maintenance in July as compared with 15,367 in June. The number employed on new construction work showed a 38.8 per



cent increase in July as compared with June, while the number engaged on road maintenance increased 15.9 per cent. The total number of workers employed on state highway construction and maintenance in July, 1931, was 27.8 per cent less than the number engaged at this time last year. The total engaged on new construction work was 50 per cent lower than a year ago, while the number engaged on road maintenance was 11 per cent higher. A rapid expansion of road building program during August and September is expected to result in the employment of a record number of road workers during the next few months.

**Trade**—Sixty-eight retail stores reporting for July show a 5.3 per cent decline in employment as compared with June. Reports from 80 wholesale firms showed employment only 0.1 per cent less than in June. The index of employment in retail trade for July, 1931, was 2.9 per cent lower than a year ago and the index of employment for wholesale firms shows a 1.3 per cent decrease.

**Summary**—Industrial employment in July, 1931, continued definitely downward. The only bright spots were the employment gains recorded for the lumber and leather industries of the manufacturing group and the advances in the building and road construction groups. All other industries reported employment and payroll reductions which in most instances were larger than the usual seasonal recessions at this period. Thirty-eight of 51 manufacturing industries reported employment declines for July and 43 of the 51 industries showed further decreases in wage disbursements. Average weekly earnings of workers reached new low levels, factory operation showed further curtailment, and wage reductions continued. The industrial employment picture for July was far from encouraging. Briefly summarized, the changes in industrial employment and payrolls for July as compared with June were as follows:

INDUSTRY	Per cent change July, 1931, as compared with June, 1931	
	Employment	Wage Payments
Manufacturing.....	— 2.7	— 8.3
Anthracite mining.....	—14.6	—19.3
Bituminous mining.....	— 2.2	— 8.0
Building construction.....	+ 9.3	+ 7.7
Road building.....	+24.9	*
Retail trade.....	— 5.3	*
Wholesale trade.....	— 0.1	*

\*No data available.

**REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF JULY, 1931**  
(FOUR WEEKS, JUNE 29, 1931, TO JULY 25, 1931, INCLUSIVE)

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>GRAND TOTAL</b> .....	9,956	6,036	3,920	2,315	1,332	983	2,839	1,602	1,237	2,078	1,191	887
Total industrial group (skilled).....	3,025	2,033	992	788	524	264	984	646	338	678	447	231
Building and construction.....	343	343	...	84	84	...	105	105	...	83	83	...
Shipbuilding.....	191	191	...	145	145	...	145	145	...	102	102	...
Chemicals and allied products.....	15	15	...	3	3	...	2	2	...	2	2	...
Clay, glass and stone products.....	7	7	...	1	1	...	1	1	...	1	1	...
Clothing.....	59	24	35	10	2	8	15	2	13	8	1	7
Textiles.....	118	68	50	2	2	...	4	4	...	2	2	...
Food and kindred products.....	41	33	8	9	9	...	12	12	...	9	9	...
Leather, rubber and composition goods.....	33	33	...	1	1	...	1	1	...	1	1	...
Lumber, woodwork and furniture.....	88	88	...	13	13	...	19	19	...	13	13	...
Paper and printing.....	62	53	9	12	10	2	21	16	5	13	11	2
Metals and metal products.....	514	465	49	98	95	3	133	130	3	86	83	3
Mines and quarries.....	32	32	...	...	...	...	...	...	...	...	...	...
Transportation and public utilities.....	297	194	103	67	23	44	103	38	65	61	25	36
Hotel and restaurant.....	691	213	478	206	69	137	265	88	177	181	62	119
Wholesale and retail trade.....	268	141	128	91	41	50	109	57	52	77	33	44
Miscellaneous.....	266	134	132	46	26	20	49	26	23	39	19	20
<b>Total other groups</b> .....	6,931	4,003	2,928	1,527	808	719	1,855	956	899	1,400	744	656
Clerical and professional.....	1,379	718	661	176	116	60	293	176	117	135	81	54
Agriculture.....	114	90	24	48	39	9	57	49	8	40	32	8
Semi-skilled.....	1,373	398	975	458	83	375	602	114	488	402	78	324
Unskilled.....	3,118	2,534	584	410	353	57	469	402	67	399	345	54
Casual and day workers*.....	947	263	684	435	217	218	434	215	219	424	208	216
<b>June, 1931</b> .....	13,568	7,650	5,908	3,319	1,908	1,411	3,852	2,161	1,691	2,974	1,718	1,256
<b>July, 1930</b> .....	8,455	5,926	2,529	2,203	1,531	672	2,711	1,859	852	1,961	1,354	607
<b>July, 1929</b> .....	8,847	6,636	2,211	4,973	3,921	1,052	5,188	4,041	1,147	3,598	2,826	772
Per cent of applicants placed.....	20	20	23	90	89	90	73	74	71	...	...	...
Per cent of openings filled.....	...	...	...	...	...	...	...	...	...	...	...	...
Per cent of persons referred placed.....	...	...	...	...	...	...	...	...	...	...	...	...

\*The placement of each casual or day worker is recorded for only one (1) placement per week.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended July 15, 1931	Index Numbers 1923-1925 = 100		Total Weekly Payroll Week Ended July 15, 1931	Index Numbers 1923-1925 = 100		Week Ended	June 15, 1931	July 15, 1931	
			Per cent change compared with			Per cent change compared with					
			July, 1931	June, 1931		July, 1930	June, 1931				
ALL MANUFACTURING INDUSTRIES: (51) 37%	840	253,991	72.5	- 2.7	-17.2	\$5,141,812	55.6	- 8.3	-31.5	\$20.24	\$21.25
Metal products: (12) 57%	253	118,083	66.4	- 3.8	-23.9	2,437,306	48.7	- 6.9	-40.1	20.64	21.44
Blast furnaces.....	12	1,446	40.7	- 9.4	-27.3	32,728	30.4	- 9.8	-43.7	22.63	22.71
Steel works and rolling mills.....	52	58,655	58.7	- 5.9	-25.0	1,209,636	42.1	- 8.3	-42.0	20.62	21.12
Iron and steel forgings.....	9	1,192	69.7	- 5.4	-11.4	21,466	48.6	-19.3	-29.8	18.01	21.08
Structural iron work.....	10	3,937	99.4	+15.0	-19.8	94,014	82.7	+11.9	-25.4	23.88	24.52
Steam and hot water heating appliances.....	15	3,377	87.5	- 3.0	-13.4	70,159	63.4	+ 2.9	-31.2	20.78	19.56
Stoves and furnaces.....	8	584	64.9	- 3.7	-13.8	10,038	36.4	- 9.0	-40.7	17.19	18.10
Foundries.....	35	5,789	63.5	- 7.7	-31.7	100,130	38.3	-19.5	-51.4	17.30	19.83
Machinery and parts.....	45	7,825	76.7	- 3.4	-20.1	164,611	54.4	- 8.1	-34.9	21.04	22.12
Electrical apparatus.....	23	26,119	92.5	- 0.2	-18.1	559,286	75.8	- 4.8	-36.4	21.41	23.03
Engines and pumps.....	10	1,776	47.3	- 1.7	-45.3	33,917	33.6	- 6.4	-60.6	19.10	20.02
Hardware and tools.....	21	4,905	67.8	- 3.8	-18.8	86,450	51.5	- 2.3	-28.4	17.32	17.62
Brass and bronze products.....	13	2,478	63.1	- 2.0	-29.7	54,871	49.5	- 1.4	-40.6	22.14	21.98
Transportation equipment: (5) 74%	37	17,461	46.7	- 3.5	-34.0	347,837	30.9	- 8.3	-52.7	19.92	20.93
Automobiles.....	4	3,161	63.7	- 5.2	+ 1.8	55,226	29.8	-11.0	-24.9	17.47	18.60
Automobile bodies and parts.....	11	3,334	49.1	- 5.1	-33.0	63,051	31.0	- 0.6	-47.7	18.91	18.07
Locomotives and cars.....	12	6,222	23.2	+ 1.8	-48.9	125,601	16.0	- 1.2	-61.0	20.19	20.87
Railroad repair shops.....	6	2,766	69.5	+ 0.1	- 5.7	64,408	60.2	- 6.2	-15.4	23.29	24.83
Shipbuilding.....	4	1,978	44.9	-15.6	-50.6	39,551	51.1	-29.8	-64.6	20.00	24.06
Textile products: (11) 30%	165	48,175	80.9	- 4.3	- 5.7	802,465	65.2	-13.6	- 8.7	16.66	18.31
Cotton goods.....	13	2,969	63.2	- 2.8	+ 4.6	57,922	55.1	- 8.3	+16.2	19.51	20.63
Woolens and worsteds.....	14	3,895	60.3	+ 4.1	+ 7.9	82,974	54.6	+ 1.3	+ 5.2	21.30	21.93
Silk goods.....	45	13,396	76.8	- 4.7	-14.4	206,466	68.4	- 9.2	-14.2	15.41	15.74
Textile dyeing and finishing.....	12	1,558	82.6	- 0.2	- 7.2	32,428	70.5	- 3.3	-14.1	20.81	21.48
Carpets and rugs.....	9	2,622	63.3	- 3.1	+ 2.9	52,023	49.3	- 9.7	-17.1	19.84	21.44
Hats.....	3	2,974	76.2	- 0.7	-14.0	50,436	52.7	- 7.1	-27.7	16.96	18.11
Hosiery.....	31	14,623	98.7	- 5.8	- 5.1	238,942	75.6	-24.4	- 7.4	16.34	20.40
Knit goods, other.....	13	2,375	86.8	- 1.9	- 0.9	33,765	70.2	- 9.3	-19.1	14.22	15.10
Men's clothing.....	9	808	80.3	- 4.7	- 0.0	10,225	62.2	-20.6	- 5.3	12.65	15.15
Women's clothing.....	8	912	80.4	-35.4	+16.9	10,885	69.5	-41.5	+10.1	11.94	13.18
Shirts and furnishings.....	8	2,043	137.3	- 1.6	+ 9.8	26,399	118.4	- 2.6	+ 8.4	12.92	13.06

## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA (Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended July 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended July 15, 1931	Index Numbers 1923-1925 = 100			Week Ended	
			Per cent change compared with				July, 1931	Per cent change compared with			
			July, 1931	June, 1931	July, 1930			June, 1931	July, 1930		
Foods and tobacco: (5) 32%	93	21,305	104.1	- 0.6	- 5.4	405,257	94.1	- 2.8	-10.0	19.02	19.54
Bread and bakery products.....	27	3,894	105.8	- 1.7	- 5.1	99,860	97.7	- 3.9	-12.4	25.64	26.25
Confectionery.....	13	4,078	92.7	- 3.1	- 1.9	69,004	80.4	-11.1	- 3.5	16.92	18.63
Ice cream.....	11	1,569	127.7	+ 5.7	- 2.1	47,440	120.9	- 4.6	- 3.0	30.24	30.57
Meat packing.....	14	1,930	93.6	- 0.5	- 1.5	49,827	79.1	- 2.2	-11.9	25.82	26.28
Cigars and tobacco.....	28	9,834	102.8	+ 0.2	- 6.8	139,126	88.9	- 0.4	-11.4	14.15	14.22
Stone, clay and glass products: (3) 42%	71	11,039	55.4	- 5.8	-18.7	218,016	38.6	-15.0	-29.8	19.75	21.89
Brick, tile and pottery.....	34	4,010	69.6	+ 1.9	-15.1	59,951	40.1	- 6.7	-31.5	14.95	16.27
Cement.....	15	4,327	52.9	- 3.8	-18.1	102,908	40.0	-15.6	-32.5	23.78	27.10
Glass.....	22	2,702	45.0	-18.0	-25.1	55,157	36.2	-22.2	-22.6	20.41	21.50
Lumber products: (3) 27%	52	3,860	57.8	+ 4.0	-22.0	74,496	49.1	+ 3.4	-28.8	19.30	19.42
Lumber and planing mills.....	16	767	33.0	+ 0.6	-55.3	15,092	29.8	- 1.3	-57.5	19.68	20.06
Furniture.....	30	2,270	68.0	+10.0	- 0.1	46,356	57.2	+11.3	-11.0	20.22	20.22
Wooden boxes.....	6	823	62.6	- 7.5	-13.7	13,048	51.3	-14.1	-22.9	15.85	17.04
Chemical products: (5) 47%	57	11,535	91.0	- 1.8	- 3.6	295,474	83.6	- 4.6	-15.2	25.62	26.38
Chemicals and drugs.....	34	1,047	62.0	- 8.8	-13.5	28,140	59.2	- 6.5	-14.8	26.88	26.26
Coke.....	3	1,996	67.7	- 3.0	-32.3	39,797	43.0	- 9.3	-49.7	19.94	21.32
Explosives.....	3	520	80.8	- 0.1	- 0.7	11,655	83.3	+ 5.8	-11.5	22.41	21.13
Paints and varnishes.....	11	1,376	91.9	- 2.5	- 5.5	29,827	79.9	-11.4	-16.2	21.68	23.83
Petroleum refining.....	6	6,596	132.6	- 0.2	+10.9	186,055	130.4	- 2.7	- 1.3	28.21	28.94
Leather and rubber products: (4) 46%	46	10,359	94.4	+ 8.8	- 2.9	218,202	88.4	+ 4.7	- 8.1	21.06	22.04
Leather tanning.....	17	5,537	100.7	+ 1.9	- 7.3	131,710	93.0	+ 0.2	-14.4	23.79	24.21
Shoes.....	18	3,283	92.8	+27.8	+ 1.3	42,895	72.6	+26.3	- 9.5	13.07	13.74
Leather products, other.....	7	662	83.6	+ 0.4	+ 4.0	17,003	91.8	- 2.2	+14.0	25.68	26.31
Rubber tires and goods.....	4	877	90.0	+ 0.8	+ 1.5	26,594	110.9	+ 2.0	+16.1	30.32	29.98

## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS			AVERAGE WEEKLY EARNINGS			
		No. of Wage Earners Week Ended July 15, 1931	Index Numbers 1923-1925 = 100		Total Weekly Payroll Week Ended July 15, 1931	Index Numbers 1923-1925 = 100		Per cent change compared with July, 1931	Per cent change compared with June, 1931	July 15, 1931	June 15, 1931	
			Per cent change compared with			July, 1931	June, 1931					July, 1930
			July, 1931	July, 1930								
Paper and Printing: (3) 30%	66	12,174	89.8	-2.5	342,759	84.5	-6.1	-15.1	28.16	29.25		
Paper and wood pulp.....	13	3,639	78.3	-3.1	84,395	66.0	-7.2	-11.5	23.19	24.22		
Paper boxes and bags.....	10	933	77.0	-2.7	13,652	71.2	-11.7	-24.8	14.63	16.14		
Printing and publishing.....	43	7,602	95.8	-2.2	244,712	92.8	-5.3	-14.1	32.19	33.29		
Anthracite coal mining <sup>2</sup> 80%	159	89,062	63.4	-14.6	2,101,356	45.6	-19.3	-37.2	23.59	25.03		
Bituminous coal mining <sup>3</sup> 22%	372	51,927	75.1	-2.2	867,251	49.2	-0.8	-30.3	16.70	16.40		
Building and contracting 5%	59	4,101	78.7	+9.3	99,375	59.1	+7.7	-43.6	24.23	24.48		
Road building—State Highways <sup>4</sup> 100%	8 Div.	19,190	.....	+24.9	.....	.....	.....	.....	.....	.....		
Construction.....	8 Div.	8,376	.....	+38.8	.....	87.8	.....	.....	.....	.....		
Maintenance.....	8 Div.	10,814	.....	+15.9	.....	.....	.....	.....	.....	.....		
Street railways 55%	5	13,236	78.2	+0.9	416,362	76.4	-5.1	-11.6	31.46	33.49		
Retail trade 20%	68	24,145	85.2	-5.3	.....	.....	.....	.....	.....	.....		
Wholesale trade 12%	80	3,806	89.9	-0.1	.....	.....	.....	.....	.....	.....		

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

<sup>2</sup>Anthracite figures are from the Anthracite Bureau of Information. (Chain index—January, 1929 = 100)

<sup>3</sup>Bituminous figures are from the U. S. Bureau of Labor Statistics.

<sup>4</sup>Data as of August 1, 1931, Department of Highways report.



## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended July 15, 1931	Total Weekly Wages Week Ended July 15, 1931	Total Weekly Employe Hours		Average Hourly Earnings Week Ended	
				July 15, 1931	June 15, 1931	July 15, 1931	June 15, 1931
ALL MANUFACTURING INDUSTRIES: (48).....	587	185,783	\$3,802,872	6,797,390	7,379,780	\$ .559	\$ .559
Metal products:	209	103,343	2,121,480	3,462,530	3,698,090	.613	.617
Blast furnaces.....	11	1,382	31,573	53,820	60,992	.587	.578
Steel works and rolling mills.....	38	49,453	1,011,773	1,583,591	1,738,726	.640	.639
Iron and steel forgings.....	9	1,192	21,466	39,380	47,251	.545	.562
Structural iron work.....	8	2,838	67,717	111,701	94,120	.606	.618
Steam and hot water heating appliances.....	13	2,501	50,720	88,242	79,039	.575	.574
Stoves and furnaces.....	3	115	2,200	3,259	3,712	.675	.644
Foundries.....	30	5,363	91,062	156,088	191,352	.583	.592
Machinery and parts.....	39	6,818	138,332	233,279	252,673	.593	.599
Electrical apparatus.....	22	25,976	556,612	914,025	936,245	.614	.614
Engines and pumps.....	10	1,776	33,917	52,357	58,540	.648	.618
Hardware and tools.....	15	3,514	62,969	131,683	138,785	.478	.506
Brass and bronze products.....	11	2,415	53,139	95,105	96,655	.559	.558
Transportation equipment:	28	12,650	239,362	390,255	432,624	.613	.628
Automobiles.....	4	3,161	55,226	92,896	101,692	.594	.610
Automobile bodies and parts.....	8	3,008	57,271	96,289	96,614	.595	.582
Locomotives and cars.....	8	2,871	55,810	96,017	98,831	.581	.604
Railroad repair shops.....	4	1,632	31,504	44,460	52,542	.711	.711
Shipbuilding.....	4	1,978	39,551	60,593	82,945	.653	.680
Textile products:	99	28,943	478,097	1,134,318	1,359,233	.421	.413
Cotton goods.....	11	1,687	32,865	71,085	74,770	.462	.462
Woolens and worsteds.....	8	1,715	38,484	79,924	72,980	.482	.469
Silk goods.....	29	10,714	163,634	442,176	506,492	.370	.375
Textile dyeing and finishing.....	7	605	11,967	24,287	25,547	.493	.477
Carpets and rugs.....	6	1,928	37,999	74,888	87,115	.507	.502
Hosiery.....	15	8,503	139,418	283,128	390,415	.492	.471
Knit goods, other.....	10	1,824	27,739	73,042	86,988	.380	.360
Men's clothing.....	3	192	2,337	8,352	9,072	.280	.306
Women's clothing.....	7	756	9,470	35,135	58,110	.270	.297
Shirts and furnishings.....	3	1,019	14,184	42,301	47,744	.335	.313

## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Earners Week Ended July 15, 1931	Total Weekly Wages Week Ended July 15, 1931	Total Weekly Employee Hours			Average Hourly Earnings Week Ended	
				July 15, 1931	June 15, 1931	Per Cent Change	July 15, 1931	June 15, 1931
Foods and tobacco:	55	8,625	\$185,101	409,586	440,886	- 7.1	\$ .452	\$ .443
Bread and bakery products.....	21	2,123	50,276	106,341	109,218	- 2.6	.473	.480
Confectionery.....	7	1,967	36,058	81,864	111,511	-26.6	.440	.401
Ice cream.....	8	1,049	32,217	61,262	57,477	+ 6.6	.526	.525
Meat packing.....	9	1,065	28,287	53,352	53,414	- 0.1	.530	.531
Cigars and tobacco.....	10	2,421	38,263	106,767	109,266	- 2.3	.358	.363
Stone, clay and glass products:	47	8,501	173,919	325,427	368,672	-11.7	.534	.534
Brick, tile and pottery.....	22	2,740	45,606	93,064	96,101	- 3.2	.490	.483
Cement.....	10	3,544	80,486	150,410	183,812	-18.2	.535	.542
Glass.....	15	2,217	47,827	81,953	88,759	- 7.7	.584	.571
Lumber products:	45	2,959 *	60,208	114,924	110,528	+ 4.0	.524	.515
Lumber and planing mills.....	13	523	11,723	23,686	21,970	+ 7.8	.495	.518
Furniture.....	28	2,017	41,211	75,807	69,512	+ 9.1	.544	.527
Wooden boxes.....	4	419	7,274	15,431	19,046	-19.0	.471	.467
Chemical products:	27	8,112	218,408	381,951	396,943	- 3.8	.572	.572
Chemicals and drugs.....	13	611	17,449	34,590	38,312	- 9.7	.504	.478
Paints and varnishes.....	9	1,334	28,715	58,082	65,721	-11.6	.494	.498
Petroleum refining.....	5	6,167	172,244	289,279	292,910	- 1.2	.595	.600
Leather and rubber products:	29	5,189	119,501	247,905	221,477	+11.9	.482	.507
Leather tanning.....	9	2,187	57,196	108,019	101,151	+ 6.8	.529	.539
Shoes.....	10	1,527	19,587	65,142	45,588	+42.9	.301	.340
Leather products, other.....	6	598	16,124	29,490	29,610	- 0.4	.547	.554
Rubber tires and goods.....	4	877	26,594	45,254	45,128	+ 0.3	.588	.578
Paper and printing:	48	7,461	206,796	330,494	351,327	- 5.9	.626	.631
Paper and wood pulp.....	9	2,831	68,322	126,421	139,240	- 9.2	.540	.540
Paper boxes and bags.....	7	517	8,608	24,284	26,291	- 7.6	.354	.385
Printing and publishing.....	32	4,083	129,866	179,789	185,796	- 3.2	.722	.733
Building and contracting.....	45	3,605	85,465	157,481	142,956	+10.2	.543	.560

\*Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—CITY AREAS<sup>1</sup>

CITY AREA	No. of Plants Reporting	EMPLOYMENT				Total Weekly Payroll Week Ended July 15, 1931	PAYROLLS		AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended July 15, 1931	Index Numbers 1923-1925 = 100		Index Numbers 1923-1925 = 100		Per cent change compared with July, 1931	Per cent change compared with June, 1931	July 15, 1931	June 15, 1931
			Per cent change compared with July, 1931	Per cent change compared with June, 1931						
Allentown—Bethlehem—Easton.....	77	19,876	60.1	— 4.5	—22.7	\$ 434,498	47.9	—10.6	\$21.86	\$23.36
Altoona.....	14	2,211	74.9	0.0	—11.4	36,457	58.4	— 8.5	16.49	18.04
Erie.....	24	8,085	81.7	— 2.2	—20.7	192,964	68.7	— 3.1	23.87	25.70
Harrisburg.....	33	7,746	67.4	— 1.3	—28.5	143,415	51.4	—15.2	18.51	21.68
Hazleton—Pottsville.....	19	2,864	69.9	+15.7	—26.7	49,711	62.7	+19.0	17.36	16.85
Johnstown.....	15	4,803	45.9	+ 0.9	—40.0	141,915	39.4	+ 0.5	29.55	29.59
Lancaster.....	29	4,886	75.9	+ 0.8	— 4.2	90,244	61.9	— 0.8	18.47	18.81
New Castle.....	11	3,198	44.4	—25.3	—39.8	67,745	32.2	—21.3	21.18	20.06
Philadelphia.....	248	79,090	77.5	— 2.8	—14.3	1,812,530	68.3	— 7.3	22.92	24.00
Pittsburgh.....	91	59,212	64.2	— 3.6	—19.9	1,104,408	42.9	— 8.1	18.65	19.57
Reading—Lebanon.....	67	20,976	79.4	0.0	—13.0	376,683	57.9	— 7.8	17.96	19.43
Scranton.....	35	4,075	62.5	— 6.6	—23.8	71,375	56.1	— 6.2	17.52	15.77
Sunbury.....	24	6,928	64.9	— 5.8	—14.0	107,395	47.9	—11.6	15.50	16.51
Wilkes-Barre.....	24	5,972	89.7	+ 1.1	— 4.7	89,399	77.6	— 2.1	14.97	15.47
Williamsport.....	25	4,476	75.6	— 2.1	— 6.2	78,862	60.0	— 2.8	17.62	17.71
York.....	49	5,543	83.7	— 1.3	—11.8	96,203	68.7	— 2.0	17.36	17.47

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

## ACCIDENTS IN INDUSTRY FOR JULY SHOW TEN PER CENT INCREASE

After declining consistently for the last three months and reaching a record low total in June, industrial accidents in Pennsylvania for July showed a 9.9 per cent increase as compared with the low total for June. The July accident total was the highest since January, 1931. Reports of 128 fatal and 9,789 non-fatal accidents were received at the Bureau of Workmen's Compensation during July as compared with totals of 128 fatal and 8,898 non-fatal accidents reported in June, no change in the fatal total, but a 10 per cent increase in non-fatal accidents. In comparison with the totals of 170 fatal and 12,066 non-fatal accidents recorded for July, 1930, fatal accidents for July, 1931, show a decrease of 42, or 24.7 per cent, and non-fatal accidents a decline of 2,277, or 18.9 per cent. Reports of industrial employment and working time in the major industries for July indicate a continued downward movement, so that the increase in accidents for the month is not attributable to any increase of industrial employment or working time, except perhaps in road construction work. The prolonged period of intensely hot weather experienced during the month with its accompanying strain and exhaustion of physical and mental resources probably was an important factor in increasing the industrial accident total for July.

Although there was no change in the total number of fatalities reported from industry in July as compared with June, the industrial classification of the fatalities for the two months shows several noteworthy changes. The construction and contracting industry, notwithstanding a considerable expansion of activities during the month, particularly in road construction, showed no increase of fatalities for July, reporting 17 accidental deaths, the same number as for June. Manufacturing industries reported 23 fatalities for July, a decrease of three as compared with June. Records for the anthracite coal mining industry disclosed a singularly gratifying reduction of fatalities for July. The report for this industry shows a decrease from 43 fatal accidents in June to 22 in July, nearly a 50 per cent reduction. This total of 22 fatalities for the anthracite industry in July, 1931, is the lowest fatality total for this industry since February, 1926, when anthracite mining activities were suspended pending wage negotiations in the industry. Increasing operations at bituminous mines following the height of the strike in June probably accounts for the increase of fatalities in the bituminous industry. Fatal accidents in bituminous mines in July numbered 19, an increase of seven as compared with June. Fatal accident totals for other industries in July as compared with totals for June were as follows: quarrying and non-coal mining 3, an increase of one; transportation 12, an increase of 3; public utilities 8, an increase of 4; hotels and restaurants, none,

a decrease of one; retail and wholesale trade 8, an increase of 6; state and municipal 11, an increase of 5; and miscellaneous industries 5, an decline of one.

Approximately 70 per cent of the fatal accidents reported during July were attributed to five leading causes as follows:

<i>Cause</i>	<i>Number of Deaths</i>	<i>Per Cent of Total</i>
Falling objects.....	31	24.2
Motor vehicles.....	17	13.3
Cars and engines.....	16	12.5
Electricity.....	13	10.2
Falls of persons.....	13	10.2

Of the 31 deaths due to falling objects, 24 occurred in or about coal mines, 14 in the anthracite industry and 10 in the bituminous industry. Motor vehicles displaced cars and engines as the second highest cause of industrial deaths in July with a total of 17. These 17 victims of motor accidents were engaged industrially as follows: state and municipal employment, 6; manufacturing, 5; trade, 3; construction and contracting, 2; and miscellaneous industry, one. Of the six governmental employes killed in motor vehicle accidents, 4 were members of highway construction and maintenance forces, and two were police officers. One of the latter group was killed when his motorcycle collided with an automobile, and the other officer was struck by a passing automobile while giving traffic directions to another motorist. Cars and engines were responsible for deaths of 16 workers during July, 8 of whom were employes of steam railroads and the other 8 were employed by coal mining companies (4 in anthracite mining and 4 in bituminous). Accidents due to electric shocks climbed to the fourth highest total in the fatality list for July, the highest number of deaths from this cause during the last eleven months. Eight of the 13 workers killed by electricity were employes of public utility companies, three were employed in coal mines, and two in metal plants.

The total of eight deaths due to electricity among public utility employes is an unusually large number for any one month, and in fact is the highest number of deaths due to electric shocks that have been reported from the public utility group during the last six years. Each of the eight was employed by an electric service company and all engaged in line maintenance work. In each instance contact with energized wires appears to have been due to some lapse from an habitual safe practice on the part of the worker involved and a plausible explanation seems to be that the excessively oppressive weather conditions were in some measure responsible. In one case, the absorption of excessive perspiration on the worker's clothing appears to have acted as a super-conductor. The high number of deaths to linemen during July warrants the particular attention of safety officials to the problem of safeguarding workers in this occupation. One



electric company is reported as having instituted an inquiry to determine the exact causes of all such accidents reported during July. That oppressively hot weather appears to have an important bearing on the liability of utility employes to electric shocks seems to be proved conclusively by the record of fatal electricity accidents in the public utility industry given in the following table. These figures show that during each of the last five years more than 50 per cent of the fatal accidents to utility company employes that were caused by electric shocks occurred during the months of June, July, August, and September, with the majority of the deaths in these four months occurring in July and August. The safety engineers for the electric utility companies in searching for a means of preventing these electrocutions should not overlook the importance of the hot weather factor.

**FATAL ELECTRICITY ACCIDENTS IN THE PUBLIC UTILITY INDUSTRY  
IN PENNSYLVANIA**

YEAR	Total for Year	June	July	August	September	Total— Four Summer Months	Per cent of Total Fatalities for the year
1926.....	32	.	6	7	5	18	56.3
1927.....	30	4	7	2	4	17	56.7
1928.....	28	6	6	7	2	21	75.0
1929.....	24	2	3	4	4	13	54.2
1930.....	9	.	1	4	0	5	55.6
1931 (7 months)...	13	1	8	(?)	(?)	(?)	(?)

Falls of persons was the fifth highest cause of fatal injury to workers during July with a total of 13. Four of those killed by falls were engaged in manufacturing, 3 in construction and contracting, one in coal mining, one in transportation, 3 in state and municipal employment, and one in miscellaneous industry.

The accident totals for the three main divisions of industry for the first seven months of 1931 as compared with totals for the corresponding period in 1930 follow:

**ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION**

INDUSTRY	Seven Months, 1931		Seven Months, 1930		Per Cent Increase or Decrease in 1931	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
General industrial.....	417	39,725	487	54,214	-14.4	-26.7
Coal mining.....	404	22,773	481	26,804	-16.0	-15.0
Transportation and public utilities....	97	2,830	82	4,397	+18.3	-35.6
TOTAL.....	918	65,328	1,050	85,415	-12.5	-23.5

**COMPENSATION**

Agreements involving the payment of compensation benefits amounting to \$1,104,972 to injured workers, or to the dependents of those fatally injured,

were approved in 5,326 cases during July. This amount was apportioned over the various classes of disability as follows:

129 fatal cases. . . . .	\$441,623
239 permanent disability cases. . . . .	318,104
4,958 temporary disability cases. . . . .	345,245

The number of compensation agreements approved in July shows a decrease of 239 cases, or 4.3 per cent, as compared with the number approved in June, while the amount of compensation awarded dropped \$124,257, or 10.1 per cent.

Agreements in permanent disability cases declined 14.9 per cent in July as compared with June. The 239 cases of permanent disability compensated during July included awards for the loss, or loss of use of 38, eyes, 4 arms, 9 hands, 109 fingers, 50 part fingers, 14 legs, and 14 feet. Awards also were made in 23 cases for facial disfigurement, in 10 cases for permanent partial disability and in 11 cases for permanent total disability.

Four cases of double permanent injury constituting permanent total disability were included among the July awards; 2 cases of double eye loss, one case of double leg loss, and one case of double foot loss. The two victims of double eye loss were engaged in the coal mining industry, one in anthracite and one in bituminous. The anthracite miner lost both eyes from a premature blast, and the bituminous miner was struck by material thrown by a blast. The worker who lost both legs also was employed in a bituminous mine and received his injury when struck by a mine car. The victim of the double foot loss was a railroad worker who was injured while getting off the tender of a moving locomotive. The number of permanent injury cases compensated during the first seven months of 1931 show a 6.9 per cent increase as compared with the total for the corresponding period last year.

Along with the decrease in permanent injury cases in July, the severity of injury in temporary disability cases also showed a slight reduction. The average severity of injury in the temporary disability cases compensated during July was 41.0 days as compared with an average of 42.0 days for the cases compensated in June. The average severity of injury for the temporary disability cases compensated during the first seven months of 1931 is slightly less than the average for the first seven months of 1930, averaging 42.2 days for the seven months of 1931 as compared with an average of 43.0 days for the first seven months last year.

The effect of reduced accident totals in industry is beginning to show in the volume of compensation awards. The total amount of compensation awarded in industrial accident cases during the first seven months of 1931 was \$8,801,286 as compared with a total of \$9,485,408 for the corresponding period in 1930, a decrease this year of \$684,102, or 7.2 per cent. The total number of accidents compensated during the first seven months in 1931 shows a 16.1 per

cent reduction as compared with the total in the corresponding period in 1930, while the total number of accidents reported, including all fatal cases and all non-fatal cases resulting in disability lasting two or more days, shows a 23.4 per cent reduction as compared with the total for the first seven months in 1930.

**ACCIDENT FREQUENCY IN PENNSYLVANIA INDUSTRY DURING THE  
CALENDAR YEAR 1930**

INDUSTRY	No. of Accidents Reported 1930	No. of Gainful Workers 1930	Accident Frequency Rate per 1,000 Gainful Workers	Accident Frequency Rate per 1,000,000 Man-Hours (Estimated)
Construction and Contracting.....	20,709	249,456	83.02	34.59
Manufacturing <sup>1</sup> .....	45,451	1,300,487	34.95	14.56
Coal Mining.....	46,625	296,694	157.15	65.48
Quarrying and Mining other than Coal Mining	1,850	16,876	109.62	45.68
Transportation and Public Utilities.....	7,343	293,126	25.05	10.44
Trading.....	9,235	468,628	19.71	8.21
State and Municipal.....	4,992	73,332	68.07	28.36
Hotels and Restaurants.....	1,934	81,732	23.66	9.86
Laundries and Dyeing and Cleaning.....	510	24,447	20.86	8.69
Miscellaneous.....	6,030	444,346	13.57	5.65
ALL INDUSTRIES.....	144,679	3,249,124	44.53	18.55

<sup>1</sup>Including petroleum producing and garage service.

**INDUSTRIAL ACCIDENT FREQUENCY FOR JULY, 1931, BY COUNTY**  
**Snyder County Shows the Lowest Industrial Accident Frequency for July, and**  
**Forest County the Highest**

COUNTY <sup>1</sup>	Number of Accidents Reported		Rate of Accidents per 1,000 of Working Population <sup>2</sup>		Comparative Rank of Low Accident Frequency
	Fatal	Non-fatal	July, 1931	Equivalent Annual Rate	
All Counties (67)—Total.....	128	9,789	2.66	31.32	..
Adams.....	..	22	1.61	18.96	10
Allegheny.....	15	1,477	2.96	34.85	43
Armstrong.....	3	93	3.73	43.92	51
Beaver.....	1	122	2.30	27.08	32
Bedford.....	..	31	2.66	31.32	39
Berks.....	1	223	2.25	26.49	29
Blair.....	2	61	1.31	15.42	4
Bradford.....	..	32	1.80	21.19	15
Bucks.....	3	61	1.67	19.66	11
Butler.....	3	58	2.26	26.61	31
Cambria.....	3	289	4.46	52.51	60
Cameron.....	..	3	1.60	18.84	9
Carbon.....	2	72	3.42	40.27	47
Centre.....	..	49	2.96	34.85	42
Chester.....	..	99	2.04	24.02	23
Clarion.....	1	53	4.89	57.58	64
Clearfield.....	4	73	2.85	33.56	41
Clinton.....	..	50	4.60	54.16	61
Columbia.....	..	42	2.44	28.73	34
Crawford.....	2	41	1.84	21.66	17
Cumberland.....	1	39	1.55	18.25	8
Dauphin.....	2	168	2.57	30.26	36
Delaware.....	7	203	1.84	21.66	16
Elk.....	..	84	7.39	87.01	66
Erie.....	1	166	2.50	29.44	35
Fayette.....	3	214	3.54	41.68	48
Forest.....	..	16	8.76	103.15	67
Franklin.....	..	50	2.23	26.26	28
Fulton.....	..	9	3.03	35.68	44
Greene.....	..	59	4.29	50.51	58
Huntingdon.....	1	27	2.03	23.90	21
Indiana.....	3	98	4.30	50.63	59
Jefferson.....	2	49	3.07	36.14	45
Juniata.....	1	7	1.70	20.02	13
Lackawanna.....	7	540	4.84	56.99	63
Lancaster.....	3	174	2.25	26.49	30
Lawrence.....	1	47	1.43	16.84	5
Lebanon.....	..	56	2.09	24.61	25
Lehigh.....	1	101	1.47	17.31	6
Luzerne.....	12	824	5.28	62.17	65
Lycoming.....	..	69	1.92	22.61	19
McKean.....	..	83	3.96	46.63	54
Mercer.....	2	56	1.68	19.78	12
Mifflin.....	..	32	2.16	25.43	26
Monroe.....	2	41	3.93	46.27	53
Montgomery.....	1	217	2.03	23.90	22
Montour.....	..	5	1.00	11.77	3
Northampton.....	1	132	2.05	24.14	24
Northumberland.....	1	185	4.12	48.51	55
Perry.....	..	14	1.92	22.61	20
Philadelphia.....	11	1,543	1.75	20.60	14
Pike.....	..	8	2.62	30.85	38
Potter.....	..	18	2.80	32.97	40
Schuylkill.....	9	391	4.83	56.87	62
Snyder.....	..	6	.91	10.71	1
Somerset.....	3	104	4.24	49.92	57
Sullivan.....	1	9	3.84	45.21	52
Susquehanna.....	..	28	2.33	27.43	33
Tioga.....	1	45	4.13	48.63	56
Union.....	..	6	.93	10.95	2
Venango.....	1	47	2.20	25.90	27
Warren.....	1	39	2.58	30.38	37
Washington.....	3	252	3.68	43.36	50
Wayne.....	..	36	3.38	39.80	46
Westmoreland.....	2	356	3.67	43.21	49
Wyoming.....	..	8	1.51	17.78	7
York.....	1	131	1.91	22.49	18
Out of State.....	3	46	....	....	..

<sup>1</sup>Counties having an accident rate higher than the average for all counties are printed in red.

<sup>2</sup>Rate is of accidents in all industries including the coal mining and transportation and public utility industries.

# ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

## ACCIDENT REPORTS RECEIVED

1931	Total			General Industrial		Coal Mining		Transportation and Public Utilities	
	Total	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
TOTAL—Seven Months, 1931.....	66,246	918	65,328	417	39,725	404	22,773	97	2,830
January.....	10,767	153	10,614	59	6,237	75	3,864	19	513
February.....	9,044	117	8,927	47	5,116	55	3,429	15	382
March.....	9,219	128	9,091	59	5,254	61	3,445	8	392
April.....	9,198	122	9,076	51	5,504	59	3,190	12	382
May.....	9,075	142	8,933	74	5,503	58	3,091	10	339
June.....	9,026	128	8,898	60	5,509	55	2,987	13	402
July.....	9,917	128	9,789	67	6,602	41	2,767	20	420
TOTAL—Seven Months, 1930.....	86,465	1,050	85,415	487	54,214	481	26,804	82	4,397
GRAND TOTAL.....	2,707,884	35,593	2,672,291	15,278	1,690,040	15,044	759,054	5,271	223,197

<sup>1</sup>Since the inception of the Act—January 1, 1916.



AGREEMENTS APPROVED BY THE BUREAU OF WORKMEN'S COMPENSATION

1931	Total	Fatal	Permanent Disability	Temporary Disability
TOTAL—Seven Months, 1931	43,584	1,011	2,104	40,469
January	7,804	134	373	7,297
February	6,829	192	296	6,341
March	6,124	131	333	5,640
April	7,193	150	318	6,725
May	4,743	99	264	4,380
June	5,565	156	281	5,128
July	5,326	129	239	4,958
TOTAL—Seven Months, 1930	51,915	1,038	1,968	48,909
GRAND TOTAL <sup>1</sup>	1,141,659	30,069	36,371	1,075,219

COMPENSATION AWARDED AND PAID

1931	AWARDED				PAID			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
TOTAL—Seven Months, 1931	\$ 8,801,286	\$ 3,244,407	\$ 2,676,711	\$ 2,880,168	\$ 8,116,512	\$ 2,528,660	\$ 2,707,684	\$ 2,880,168
January	1,372,470	435,014	457,217	480,239	1,249,971	339,481	430,251	480,239
February	1,361,529	533,737	368,450	459,342	1,134,901	297,335	378,224	459,342
March	1,349,202	512,483	419,075	417,644	1,165,208	370,828	376,736	417,644
April	1,402,269	541,415	383,012	477,842	1,206,031	348,815	379,374	477,842
May	981,615	293,981	350,002	337,632	1,115,682	402,280	375,770	337,632
June	1,229,229	486,154	380,851	362,224	1,134,993	381,271	391,498	362,224
July	1,104,972	441,623	318,104	345,245	1,109,726	388,650	375,831	345,245
TOTAL—Seven Months, 1930	\$ 9,485,408	\$ 3,520,793	\$ 2,197,102	\$ 3,767,513	\$ 8,284,029	\$ 2,367,144	\$ 2,149,372	\$ 3,767,513
GRAND TOTAL <sup>1</sup>	\$191,033,492	\$87,090,884	\$41,914,089	\$62,028,519	\$141,882,955	\$42,990,001	\$36,864,435	\$62,028,519

<sup>1</sup>Since the inception of the Act—January 1, 1916.

# COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION

## PERMANENT INJURIES<sup>2</sup>

1931	Loss of Eyes		Loss of Arms		Loss of Hands		Loss of Fingers		Loss of Phalanges	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Seven Months, 1931...	287	\$ 520,035	54	\$ 153,817	127	\$ 299,762	842	\$ 332,552	535	\$ 125,308
January.....	55	101,049	10	29,551	29	69,846	146	58,582	91	21,612
February.....	35	62,907	12	35,055	18	44,010	115	44,429	80	20,034
March.....	41	73,397	9	27,640	19	45,128	126	52,135	96	21,496
April.....	35	60,104	6	13,769	16	37,114	99	38,342	96	21,769
May.....	46	84,504	8	21,611	17	40,202	114	45,580	57	13,001
June.....	37	64,132	5	14,599	19	39,805	133	52,075	65	14,682
July.....	38	73,942	4	11,592	9	23,657	109	41,409	50	12,724
TOTAL—Seven Months, 1930	280	\$ 509,166	54	\$ 155,400	123	\$ 304,098	876	\$ 362,219	674	\$ 155,745
GRAND TOTAL <sup>1</sup> .....	8,906	\$13,061,708	1,187	\$2,798,612	3,604	\$6,929,101	12,184	\$4,522,760	9,624	\$1,965,488

## PERMANENT INJURIES<sup>2</sup>—(Concluded)

1931	Loss of Legs		Loss of Feet		Facial Disfigurement		Miscellaneous	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Per. Total Dis.	Per. Par. Dis. <sup>3</sup>
TOTAL—Seven Months, 1931...	109	\$ 302,625	119	\$ 248,277	178	\$ 55,746	76	\$ 391,467
January.....	12	36,300	18	37,558	22	6,748	9	47,525
February.....	16	37,778	19	37,971	33	9,105	10	52,068
March.....	22	60,759	20	43,772	31	15,011	12	25,093
April.....	21	59,949	18	37,668	38	13,582	8	45,102
May.....	10	28,465	11	23,285	17	2,700	9	51,487
June.....	14	42,972	19	37,950	17	2,251	11	54,107
July.....	14	36,402	14	30,073	23	6,349	18	89,445
TOTAL—Seven Months, 1930	58	\$ 166,112	89	\$ 186,039	94	\$ 50,376	11	53,992
GRAND TOTAL <sup>1</sup> .....	1,695	\$3,965,883	2,315	\$4,050,087	1,002	\$492,012	49	\$ 255,094
					816	\$3,661,501	18	\$ 52,853
							193	\$463,937

<sup>1</sup>Since the inception of the Act—January 1, 1916.

<sup>2</sup>Multiple losses separated respectively.

<sup>3</sup>New classification established July 7, 1930.

# ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING JULY, 1931

CAUSE	Construction and Contracting				Coal Mining		Manufacturing										Textiles																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
	Building Construction				Other Construction		Contracting		Anthracite		Bituminous		Quarrying and Mining other than Coal Mining																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
	Total of All Industries		F		NF		F		NF		F		NF		F			NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F		NF		F	

\*F. = Fatal.  
N. F. = Non-fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
DURING JULY, 1931—(Concluded)

39

CAUSE	Manufacturing—(Concluded)										Transportation and Public Utilities				Other Industries				Miscellaneous																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
	Metals and Metal Products										Steam Railroads				Other Transportation					Public Utilities				Hotels and Restaurants				Retail				Wholesale				State and Municipal																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
	Total	F	NF	F	NF	F	NF	F	NF	F	F	NF	F	NF	F	NF	F	NF		F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF

\*F. = Fatal.  
N. F. = Non-fatal.

## FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1927			1928			1929			1930			1931		
	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
January.....	170	14,497	14,667	161	11,975	12,136	161	13,644	13,806	180	14,107	14,287	153	10,614	10,767
February....	184	13,101	13,285	145	11,912	12,057	137	12,140	12,277	155	11,914	12,069	117	8,927	9,044
March.....	354	27,598	27,952	306	23,887	29,193	298	25,784	26,082	335	26,021	26,356	270	19,541	19,811
April.....	162	14,332	14,494	145	12,539	12,684	195	13,712	13,907	115	12,089	12,204	128	9,091	9,219
May.....	516	41,930	42,446	451	36,426	36,877	493	39,496	39,989	450	38,110	38,560	398	28,632	29,030
June.....	169	12,693	12,862	139	10,928	11,067	151	12,593	12,744	167	11,309	11,476	122	9,076	9,198
July.....	685	54,623	55,308	590	47,354	47,944	644	52,089	52,733	617	49,419	50,036	520	37,708	38,228
August.....	172	12,869	13,041	360	13,041	13,401	179	13,677	13,856	124	12,059	12,183	142	8,933	9,075
September...	857	67,492	68,349	950	60,395	61,345	823	65,766	66,589	741	61,478	62,219	662	46,641	47,303
October.....	185	13,441	13,626	190	12,503	12,693	137	13,679	13,816	139	11,871	12,010	128	8,898	9,026
November...	1,042	80,033	81,075	1,140	72,898	74,038	960	79,445	80,405	880	73,349	74,229	790	55,539	56,329
December...	176	12,548	12,724	138	12,291	12,429	172	13,302	13,474	170	12,066	12,236	128	9,789	9,917
TOTAL.....	1,218	93,481	94,699	1,278	85,189	86,467	1,132	92,747	93,879	1,050	85,415	86,465	918	65,328	66,246
January.....	172	13,660	13,832	175	13,633	13,808	181	16,512	16,693	149	12,380	12,529	128	9,789	9,917
February....	1,390	107,141	108,531	1,453	98,822	100,275	1,313	109,259	110,572	1,199	97,795	98,994	1,198	65,328	66,246
March.....	160	13,279	13,439	147	12,747	12,894	179	13,590	13,769	164	11,790	11,954	164	8,898	9,026
April.....	1,550	120,420	121,970	1,600	111,569	113,169	1,492	122,849	124,341	1,363	109,585	110,948	1,363	65,328	66,246
May.....	161	13,564	13,725	167	15,091	15,258	181	15,674	15,855	126	13,048	13,174	126	8,898	9,026
June.....	1,711	133,984	135,695	1,767	126,660	128,427	1,673	138,523	140,196	1,489	122,633	124,122	1,489	65,328	66,246
July.....	192	13,087	13,279	155	12,763	12,918	162	13,910	14,072	136	10,229	10,365	136	8,898	9,026
August.....	1,903	147,071	148,974	1,922	139,423	141,345	1,835	152,433	154,268	1,625	132,862	134,487	1,625	65,328	66,246
September...	150	11,619	11,769	143	11,010	11,153	165	12,224	12,389	130	10,055	10,185	130	8,898	9,026
TOTAL.....	2,053	158,690	160,743	2,065	180,433	182,498	2,000	164,657	166,657	1,755	142,917	144,672	1,755	65,328	66,246

NOTE: The figures in italics represent the cumulative totals by month under each classification.



COMMONWEALTH OF PENNSYLVANIA  
DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

---

Harrisburg:.....Office of the Secretary,  
Industrial Board,  
Workmen's Compensation Board,  
Bureau of Employment,  
Executive Bureau,  
Bureau of Industrial Relations,  
Bureau of Industrial Standards,  
Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Statistics,  
Bureau of Workmen's Compensation,  
Bureau of Women and Children,  
South Office Building.

---

BRANCH OFFICES

Allentown:.....Lehigh Valley State Employment Office,  
529 Hamilton Street.  
State Workmen's Insurance Fund,  
6 Gerner Building, 838 Hamilton St.

Altoona:.....Cooperative State Employment Office,  
Central Trust Building.  
Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Commerce Building.  
State Workmen's Insurance Fund,  
333 Central Trust Building.

DuBois:.....Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Deposit National Bank Building.

Erie:.....State Employment Office,  
126 East Eleventh Street.

Franklin:.....State Workmen's Insurance Fund,  
413 Franklin Trust Building.

Gaines:.....State Workmen's Insurance Fund.

Greensburg:.....State Workmen's Insurance Fund,  
306 Coulter Building.

- Harrisburg:.....Bureau of Bedding and Upholstery,  
400 North Third Street.  
State Employment Office,  
Second and Chestnut Streets.  
State Workmen's Insurance Fund,  
18-26 South Fourth Street.
- Hazleton:.....Bureau of Inspection,  
713 Hazleton National Bank Building.
- Johnstown:.....Bureau of Inspection,  
427 Swank Building.  
State Employment Office,  
219 Market Street.  
State Workmen's Insurance Fund,  
1005 U. S. National Bank Building.
- Kane:.....Workmen's Compensation Referee,  
Kane Trust and Savings Building  
Bureau of Inspection,  
Fraley and Field Streets.
- Lancaster:.....Cooperative State Employment Office,  
Y. M. C. A. Building.  
Bureau of Inspection  
Workmen's Compensation Referee,  
Woolworth Building.
- Lock Haven:.....State Workmen's Insurance Fund,  
214 Vesper Street.
- New Castle:.....Cooperative State Employment Office,  
Y. M. C. A. Building,  
West Washington Street.
- Oil City:.....Cooperative State Employment Office,  
Y. M. C. A. Building.
- Philadelphia:.....State Employment Office (Main Office),  
Bureau of Rehabilitation,  
Steele Building, Fifteenth and Cherry Streets.  
Bureau of Inspection,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,  
Workmen's Compensation Board,  
Bureau of Women and Children,  
State Workmen's Insurance Fund,  
Market Street National Bank Building, 11th Floor,  
Market and Juniper Streets.
- Pittsburgh:.....Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,

	Bureau of Industrial Relations, Fulton Building. State Employment Office, 622 Grant Street. State Workmen's Insurance Fund, 904 Park Building.
Pottsville: . . . . .	Bureau of Rehabilitation, Workmen's Compensation Referee, Thompson Building. State Workmen's Insurance Fund, Baird Building.
Reading: . . . . .	State Employment Office, 24 North Sixth Street.
Scranton: . . . . .	State Employment Office, Linden Street and Madison Avenue. Bureau of Inspection, Workmen's Compensation Referee, State Workmen's Insurance Fund, 418 Union National Bank Building.
Sunbury: . . . . .	State Workmen's Insurance Fund, 9 Witmer Building.
Towanda: . . . . .	State Workmen's Insurance Fund, 216 Poplar Street.
Uniontown: . . . . .	Workmen's Compensation Referee, Blackstone Building.
Upper Darby: . . . . .	Bureau of Inspection, 6908 Market Street. Bureau of Bedding and Upholstery, 303 McClatchey Building, 69th and Market Streets.
Wilkes-Barre: . . . . .	Bureau of Rehabilitation, Workmen's Compensation Referee, Coal Exchange Building. State Workmen's Insurance Fund, 174 Carey Avenue.
Williamsport: . . . . .	Bureau of Inspection, Workmen's Compensation Referee, Heyman Building. Cooperative State Employment Office, Y. M. C. A. Building, 343 West Fourth Street.
York: . . . . .	Bureau of Workmen's Compensation, Central National Bank Building. State Workmen's Insurance Fund, 917 Wayne Avenue.

NOTE:—State Employment Offices are conducted in cooperation with the United States Employment Service.



# LABOR AND INDUSTRY

*Published monthly by*

DEPARTMENT OF LABOR AND INDUSTRY  
COMMONWEALTH OF PENNSYLVANIA

A. M. NORTHROP, M. D., *Secretary*

EFFIE REIMENSNYDER, *Editor*

---

Vol. XVIII

OCTOBER, 1931

No. 10

---

## Contents

	Page
Will Honor Safe Industry.....	3
HARRY D. IMMEL, <i>Director, Bureau of Inspection</i>	
Certificates of Safety.....	4
Departmental Notes.....	5
Accidents Don't Just Happen.....	6
Recent Decisions of the Workmen's Compensation Board.....	9
Accident Frequency in Pennsylvania Manufacturing Plants Decreases in 1930.....	18
WILLIAM J. MAGUIRE, <i>Director, Bureau of Statistics</i>	
They Put Safety First.....	26
Review of Industrial Statistics.....	30
WILLIAM J. MAGUIRE, <i>Director, Bureau of Statistics</i>	
Directory of Offices.....	54



DEPARTMENT OF LABOR AND INDUSTRY

A. M. NORTHRUP, M. D., *Secretary*  
CHARLOTTE E. CARR, *Deputy Secretary*

---

BUREAU OF INSPECTION

HARRY D. IMMEL, *Director*  
T. J. GOULD, *Assistant Director*

---

BUREAU OF WORKMEN'S COMPENSATION

W. H. HORNER, *Director*  
M. G. LEHMAN, *Assistant Director*

---

BUREAU OF REHABILITATION

MARK M. WALTER, *Director*

---

BUREAU OF EMPLOYMENT

S. S. RIDDLE, *Director*

---

BUREAU OF INDUSTRIAL STANDARDS

JOHN CAMPBELL, *Director*  
S. W. HOMAN, *Assistant Director*

---

BUREAU OF INDUSTRIAL RELATIONS

AMBROSE LANGAN, *Director*

---

BUREAU OF STATISTICS

WILLIAM J. MAGUIRE, *Director*  
TOLBERT C. K. SMEE, *Assistant Director*

---

BUREAU OF WOMEN AND CHILDREN

BEATRICE McCONNELL, *Director*

---

BUREAU OF BEDDING AND UPHOLSTERY

M. P. FREDERICK, *Director*  
FRED W. WYBLE, *Assistant Director*

---

BUREAU OF ACCOUNTING

IVAN L. MEASE, *Director*

---

WORKMEN'S COMPENSATION BOARD

A. M. NORTHRUP, M. D., *ex-Officio*  
ARTHUR C. DALE, *Chairman*  
EDWARD J. HUNTER

WILLIAM J. BURCHINAL  
J. C. DETWEILER, *Secretary*

---

STATE WORKMEN'S INSURANCE BOARD

A. M. NORTHRUP, M. D., *Chairman*

EDWARD MARTIN, *State Treasurer*

CHARLES F. ARMSTRONG, *Insurance Commissioner*

---

STATE WORKMEN'S INSURANCE FUND

W. JACK STITELER, JR., *Manager*

---

## WILL HONOR SAFE INDUSTRY

### Department Prepares Certificates for Recognition of Outstanding Records in 1931

BY HARRY D. IMMEL,

*Director, Bureau of Inspection*

The Pennsylvania industries that attain outstanding safety records for 1931 will receive from the Department of Labor and Industry, through the Bureau of Inspection, handsome certificates suitable for framing. Issuance will be made as early as practicable after the close of the year.

In an effort to learn what value industry would put upon a recognition of this sort from the State agency charged with promotion of industrial safety, the Bureau of Inspection issued at the close of 1930 two types of letters of award. One of these letters issued to concerns that went through the year without a lost-time accident conveyed formal recognition of the establishment's place on the Honor Roll for safety. The other, an award of merit, conveyed official recognition of records for safety better than the State average for industry as a whole. For example, it having been determined by the Bureau of Statistics that the average number of lost-time accidents in Pennsylvania industry in 1930 was 3.5 per one hundred employes, all concerns of which the Bureau of Inspection had record and that had accident records better than this average received the letters of merit. These letters were issued from the offices of the nine supervising inspectors of the Bureau of Inspection.

Industry's appreciation of this form of recognition of safety accomplishment was so instant and enthusiastic that it was immediately determined to prepare a more suitable reward for 1931 records. Accordingly, two forms of certificates were prepared, copies of which are presented in the accompanying illustrations. The Certificate of Honor has an orange background and conveys the information that its issuance is in recognition of a perfect safety record for the year. The form prepared as a Certificate of Merit is on a green background and announces its recognition of a safety record better than the State average. Both forms bear the embossed gold seal of the Commonwealth of Pennsylvania and the signatures of the Secretary of Labor and Industry, and of the Supervising Inspector in whose division the establishment is located. Provision is made for recording on the certificate the name of the concern that receives the award. An additional line is provided so that these awards may be made to departments of large establishments in case the establishment as a whole may not be entitled to a certificate but a department is. The forms are eight and one-half by eleven inches in dimensions.

# CERTIFICATES OF SAFETY



It will be possible to award the Certificates of Honor immediately after the close of the year. The Certificates of Merit cannot be issued until all industrial accidents of the year have been assembled by the Department of Labor and Industry and the average has been determined.

---

## DEPARTMENTAL NOTES

S. S. Riddle, Director of the Bureau of Employment of the Department, was elected third vice-president of the International Association of Public Employment Services of the United States and Canada at the nineteenth annual convention of that organization, held in Cincinnati, Ohio, in September.

The next convention of the Association will be held in Washington, D. C., in September, 1932.

---

The following members of the Department staff were designated by Dr. A. M. Northrup, Secretary of Labor and Industry, to attend the meetings of the National Safety Council, in Chicago, during the week of October 12th: Harry D. Immel, Director, Bureau of Inspection; William J. Maguire, Director, Bureau of Statistics; John Campbell, Director, Bureau of Industrial Standards; and Dr. Elizabeth B. Bricker, Chief, Hygiene and Sanitation Section, Bureau of Industrial Standards.

---

Dr. Bricker presented a paper on "Volatile Solvents—Their Health Hazards", before the Chemical Section, and Mr. Maguire presented a paper on The Use of Accident Statistics in the formulation of Safety Codes and Regulations before the Governmental Officials Section.

Copies of these papers may be obtained by applying to the editor of the Department of Labor and Industry, Harrisburg, Pa.



# ACCIDENTS DON'T JUST HAPPEN

## CLEANING MACHINERY WHILE IN MOTION

Notwithstanding the fact that orders had been issued by the company that machinery was not to be cleaned while in motion, an employe while cleaning back of a paper machine stuck his broom through the guard into a revolving pulley. He was endeavoring to clean the spokes in the pulley. Of course the pulley caught the broom handle, whirled it around and struck him across the abdomen.

Supervising officials must be alert at all times to prevent or correct unsafe practices before accidents occur.

## A LESSON FOR MACHINE BUILDERS

An accident sometimes seems to be the price we must pay for the experience that will enable us to protect others from similar injury. Substantial progress toward safety is made only when we profit by such experience.

A paving machine on a road construction job was operated by an internal combustion engine. Carbon monoxide fumes were expelled from an exhaust pipe located only eighteen inches from where an employe was required to stand to operate the machine. This employe was overcome by the fumes and sustained a lost-time injury. The owner of this equipment promptly complied with a request to change the location of the exhaust pipe, and the manufacturer of the machine will make the necessary change in design to permit fumes to be expelled at a less dangerous point. When there is cooperation, safety can be accomplished.

## INATTENTION

If an employe who has been working for thirty-five years at the same machine has not developed sufficient automatic coordination to permit his mind to wander from the job, and have no accident, what is to be said of the chances of a comparatively new employe escaping when he permits his thoughts to stray? The inattention of a veteran worker of a leather-cutting machine was responsible for operating the trip while his finger was under the die. He lost the finger. No mechanical safeguard has been developed for this particular operation, so the worker's mental guard, which is his attention to his work, dare not be removed even for a moment.

## GOGGLES SHOULD BE USED

The use of goggles should be insisted upon whenever there is a possibility of material flying into an employe's eyes. Even if this possibility is remote, why not protect the eyes at all times? They are the employe's most valuable possession.



Both employers and employes feel sometimes that the use of goggles on lathe work is unnecessary, but two recent accidents show that their use is necessary. In one instance a narrow strip of shaving chipped off the work on the lathe and burned the operator's eyelid; a fraction of an inch and his eyesight might have been lost. In the other case, the employe was more unfortunate as the flying chip caused loss of sight of one eye. Why take any chances at all? In both of these cases if goggles had been worn by the men while they were working on the lathe, the accidents could not have occurred.

### LIGHT TRACTORS EASILY OVERTURN

The use of tractors is increasing rapidly so that it may not be amiss to call attention to an unsafe practice in connection with their use which is sometimes overlooked.

An employe was attempting to remove a stump by means of a chain fastened to the stump and to a tractor. The tractor was started but evidently a root had not been cut, this held the stump securely in place and the tractor raised up, turned over completely, catching the driver underneath.

This is not the first fatal accident of this kind. Several others have been reported in past years. If the chain had been attached to the front of the tractor, the accident could not have occurred. Extreme caution is necessary whenever tractors are used in work of this nature; particularly the light-weight tractor now so common in every-day use. It has a tendency to raise up, become overbalanced and fall back on the operator.

### BUILDING CONSTRUCTION

One of the contractors on a building operation brought on the job a combination rip-saw and jointer, which was not guarded in accordance with state regulations. The employer did not realize the fact that this machine was not up to standard.

An employe of another contractor on the same job, after he had finished his work, was walking through the building, and as he passed this machine, ran his hand over the table and into the saw. His hand was completely severed.

This accident shows laxity on the part of the contractor in safeguarding his machine in accordance with State regulations. Also, the employe was a plumber and had no occasion to come in contact with or to use this wood-working machinery.

It is a grave mistake to assume that machines are safeguarded in compliance with State regulations when they are offered for sale by manufacturers. Sometimes in order to quote more advantageous prices safeguarding is omitted. If

after a machine is installed in a factory, the employer is compelled to safeguard it, he must do it at greater expense than if it had been done originally by the manufacturer.

When you purchase a machine specify that the machine shall be safeguarded in accordance with State regulations.

### ILLEGAL OPERATION OF ELEVATORS

A young woman in a textile mill opened the gate of a freight elevator to take a fellow worker to another floor. She pulled the wrong rope, became confused, and as the elevator was going up, her foot caught between it and the wall of the building, was crushed, and amputation was necessary.

The girl's disobedience of orders caused her the loss of her foot. Probably this was not the first time the elevator had been used without permission, but it demonstrates the necessity of strict supervision of officials to prevent accidents of this kind.

### HORSEPLAY CAUSES FATAL ACCIDENT

There is no type of accident which causes more distress than that occasioned by horseplay. Persons unthinkingly indulge in horseplay that occasionally results in serious injury or death to one of the participants.

A particularly distressing case was reported which involved a father and son. They were engaged in digging a ditch for a drain pipe, when the father laughingly threw a shovelful of water on his son, the son smiling at the joke, got his shovel filled with water and threw it back toward his father. The father, however, happened to be too close. The shovel struck him on the head and he died three days later.

Need any lesson be drawn from this case?

\* \* \* \* \*

### HORSEPLAY AGAIN

An employe was attending to his regular duties when two other workmen in the room were engaged in horseplay. The one man playfully threw a screw-driver at the other man, missing him but hitting the employe who was attending to his work. The sharp end of the tool struck him between the ear and eye, causing a painful injury.

Horseplay in any establishment should not be permitted. The employes in this case were discharged—probably the best way to teach them a much-needed lesson.

# RECENT DECISIONS OF THE WORKMEN'S COMPENSATION BOARD

## DAVIS v. EDWARD T. TAWS

*Practice and Procedure—Limitation—Employment as caddy.*

Applications for rehearing should be made in conformity with the rules of the Board by presenting a petition in which is set forth information as to the testimony it is desired to offer and reasons for failure to produce such evidence before final action was taken by the Board or the referee.

Examination of the pleadings, made merely for the purpose of determining whether the allegations if supported by competent testimony would sustain an award, shows that the claimant when injured was employed as a caddy and was struck by a golf ball driven by the defendant. Golf is a recreational sport not a business as contemplated by workmen's compensation legislation, consequently the employer in this instance would not be liable for compensation. Application for rehearing refused.

OPINION BY CHAIRMAN DALE—SEPTEMBER 11, 1931

The claimant, Arthur Davis, was injured September 9, 1929, and filed this claim petition September 9, 1930, one year later. The referee has dismissed the claim because of the nonappearance of the claimant and this appeal followed, with a request for a rehearing. The published rules of this Board provide that "Where a claimant fails to appear at a hearing set by a referee of which he or his counsel of record has received timely notice and does not file with the referee before or at the hearing a legal excuse for his nonappearance, the referee shall dismiss the petition without prejudice to the right of the claimant to file a second petition at any time within the period of limitation." Rules of Procedure, page 17. The operation of this rule would, in the present case, bar the claim because of the statute of limitation, Section 315, of the Workmen's Compensation Act.

It is within the province of this Board to set aside this rule when the facts justify such a procedure, upon a proper petition filed for rehearing. Here again, the rules of the Board must be complied with. "The petitioner is required to set forth fully the reasons alleged to justify further consideration and if permission is desired to offer additional testimony, the petition should contain an outline of such testimony and present reasons for failure to produce the evidence before final action was taken by the Board." Rules of Procedure, page 8.

The claimant has failed to file any petition. The request for rehearing appears in the assignment of error, "in order that he (the claimant) may submit testimony and evidence to substantiate his claim for compensation." We have no way of knowing what this testimony or evidence might be, and inasmuch as the claimant is asking this Board to exercise its discretionary powers, we are entitled to know. The claimant can, of course, file another claim petition without the permission of the Board, and of this we are not concerned except to observe that such a petition would be barred by limitation. An order of rehearing is an entirely different procedure, and the only means of advisement we now have is an examination of the claim petition and answer in order to discover the merits of the case. If the claim is meritorious, we would still be inclined to grant the request.

In referring to the claim petition for information, we do not adjudicate the claim in any manner, but rather inform ourselves of the facts as set forth therein in an effort to justify a rehearing. The claimant was a lad employed in this capacity; he was struck by a golf ball driven by the defendant, as admitted in the answer. Would these facts, if proved, justify an award? We think not. To so hold would require every golfer who uses a caddy to take out workmen's compensation insurance under the provisions of the Act of April 26, 1929, P. L. 829, under the provision therein contained, that, "Every employer liable under this act to pay compensation shall insure the payment of compensation," etc., subject to the penalties provided by the Act. Golf is a recreational sport, not a business as contemplated by Workmen's Compensation legislation. The rule in such case was announced by the Superior Court through Judge Keller, in the case of *Zenker v. Zenker*, 93 Pa. Superior Court 255, as follows: "It seems clear to us that the act contemplates the insurance of an employer with respect to the business which he is carrying on—not with respect to roving errands wholly disconnected and apart from the business which the employer is conducting and with respect to which he secures compensation insurance. We are also of opinion that there is no practical distinction between the words 'business' and 'affairs' as used in Section 301 of the Act, both being intended to apply to the *business, occupation or profession*, as the case may be, of the insured employer." (Emphasis not part of the opinion.)

Being of the opinion that the claimant has not set forth such facts as would bring his claim within the provisions of the Workmen's Compensation Act, much less such facts as would justify the Board in exercising its discretion in ordering a rehearing, the request is denied and the findings and order of the referee are affirmed.



## BATTISTONE v. WESTMORELAND COAL COMPANY

*Accident—Disability from dermatitis.*

*The evidence supports the finding of the referee that the claimant while cleaning an abandoned working-place in defendant's mine worked with his hands in red, muddy sulphur water, in which debris had accumulated and that as a result he was afflicted with dermatitis which developed and caused disability approximately four months later. It is not necessary to fix the exact moment when the contact produced the result in order to distinguish the condition from an occupational disease. The exposure and resultant effects constitute violence to the physical structure of the body just as clearly as sunstroke, freezing, or pneumonia contracted through exposure. Award affirmed.*

OPINION BY COMMISSIONER BURCHINAL—SEPTEMBER 29, 1931

The claimant, Stephen Battistone, was employed as a miner by the defendant and the referee has found on competent, well established evidence that on May 2, 1930, he was cleaning an abandoned working-place in defendant's mine. This place had been idle for a number of years and debris had accumulated in red, muddy, sulphur water; and as a result of claimant's hands coming in contact with this sulphur water, a dermatitis developed in claimant's hands which totally incapacitated him from work on August 21, 1930. Two medical men have testified in the case. Dr. George Toth for the defendant testified that he saw no causal connection between the sulphur water and dermatitis, but on cross examination testified that he didn't know. Dr. Stanley Crawford, admitted to be a skin specialist, stated, "that the dermatitis, that red scaly condition, was directly caused by the sulphur water." He answered the following question affirmatively following his opinion: "The dermatitis was directly caused by the sulphur water?" This statement is sufficient on which to base a finding that the cause alleged produced the disability: *Fink v. Sheldon Axle & Spring Company*, 270 Pa. 476; *Whittle v. National Aniline & Chemical Company*, 266 Pa. 356; *McCrosson v. Philadelphia Rapid Transit Company*, 283 Pa. 492; *Gausman v. R. T. Pearson Company*, 284 Pa. 348; *Vorbnoff v. Mesta Machine Company*, 286 Pa. 199; *Deweese v. Day*, 291 Pa. 379; *Varner v. Lorain Steel Company*, 96 Pa. Superior Court 336; and *Jones v. United Iron & Metal Company*, 99 Pa. Superior Court 394. In this last case it was held that professional opinion need not be stated in any particular words. As said by Judge Cunningham: "'A declaration that the death may have resulted from the cause claimed (*Rushonosky v. Lehigh Valley Coal Company*, 293 Pa. 150; *Gausman v. Pearson Company*, 284 Pa. 348) is too indefinite to justify an award, but it is not necessary that the expert express absolute certainty: *McCrosson v. Philadelphia Rapid Transit*



Company, 283 Pa. 492; *Miller v. Director General*, 270 Pa. 330. He must state in effect that in his professional opinion the result was produced as contended for: *Ripani v. Dittman*, supra, and cases there cited. See also *Vorbnoff v. Mesta Machine Company*, 206 Pa. 199, 206. The medical testimony need not be given in any particular words: *Johnston v. Payne-Yost Construction Company*, 292 Pa. 509."

It would appear, therefore, that the case is compensable, unless it could be said in truth that no accident occurred, or that the disability should be classified as an occupational disease. This last aspect of the case could not be very well maintained in view of the fact that dermatitis is not a common ailment among coal miners, not a characteristic of the occupation. Furthermore, it cannot now be disputed that dermatitis resulting from trauma is compensable. In *Roller v. Dreuding Brothers Company*, 26 D. R. 85, 45 C. C. 117, 20 Dauph. 78, 1 W. C. B. 86, the claimant was handling hides containing an unknown and unusual chemical, without cut or bruise or broken skin, and resulting dermatitis was held compensable. In *Burke v. State Workmen's Ins. Fund*, 11 Dept. Rep. 1420, 10 W. C. B. 366, the claimant was handling ribbons in a dry goods store, from which dermatitis resulted, and the award was sustained. In *Srb v. Flaccus Oak Leather Company*, 10 W. C. B. 385, aff. 12 Dept. Rep. 977, 8 Houck 253 (C. P. Allegheny County), the claimant was handling leather and coloring matter, causing a dermatitis, and the disability was held compensable.

The basis of defendant's appeal is that claimant did not meet with an injury in the course of his employment within the meaning of the Workmen's Compensation Act, saying in brief filed, "The term injury means only violence to the physical structure of the body and such disease or infection as naturally results therefrom. \* \* \* In the instant case we contend there was no physical violence to the structure of claimant's body and there being no violence, there could be no resultant disease or infection therefrom." It was clearly held that violence as contemplated by the law need not consist of abrupt violence due to some external physical force. "The words 'violence to the physical structure of the body' should be construed as including any sudden, abrupt change in the physical structure or tissues of the body attributable to the sufferer's employment in the employer's service, whether such change is the result of a blow or other physical force, applied from without or of some external force of nature, such as cold or heat, operating directly on that part of the body injuriously affected, or of a strain or other internal disturbance of the bodily tissues:" *Smith v. General Crushed Stone Company*, 1 W. C. B. 37. Does it matter that this claimant worked for three days in this abandoned working-place, and that his hands may have been exposed to this sulphur water over a period of several hours? Would this be conclusive that the condition must have come on gradually and was not the result of an accident? We will answer this question, as we did in the case of *Newell v. Semlo*, filed this day, by asking a

few questions. When an employe is working out in the rain and as a result contracts a compensable pneumonia, which particular rain drop was the violent means of disability and when did it fall? (*Gibson v. Kuhn Company*, Common Pleas of Allegheny County, No. 2378, April Term, 1931, filed July 25, 1931.) When an employe is working under an automobile inhaling carbon monoxide and sustains a compensable poisoning, which particular molecule that entered the employe's lungs was the violent means of disability, and when did it enter? (*Pataky v. Allen Motor Company*, 100 Pa. Superior Court 343.) When an employe is working in the sun and suffers a compensable sunstroke, which particular ray of the sun was the violent means of the disability and when did it strike the employe? (*Matis v. Schaeffer*, 270 Pa. 141.) When an employe is working in a quarry in cold weather and suffers two frozen hands, at what instant of time did molecular death occur? (*Smith v. General Crushed Stone Company*, 28 Dist. Rep. 45.)

We do not think that a servant need be clubbed in order to have sustained trauma. This Board and the appellate courts have held on numerous occasions that the so-called Acts of God, resulting in disability, are compensable. The spirit of the law undoubtedly suggests relief for industrial incapacity due to employment, and it is difficult to support the narrow view of sudden and violent injury as a necessary basis, as against the more inclusive idea of injury due to the working conditions, whether of sudden or gradual development. As we have said on numerous occasions:

"This brings to light the difficult and somewhat unsettled question of the extent to which a distinction may be recognized, within the spirit and purpose of the Compensation Law, between accidental causes and accidental results. But whatever view is taken of the propriety of recognizing a distinction between cause and result, it does not seem in harmony with the intent of such legislation to permit an employer to operate with immunity and at the sole risk of the workman, under conditions and for periods that produce immediate and demonstrable results, not anticipated indeed, but following a more or less protracted routine, and at some unforeseeable moment breaking over the boundary of human endurance and working disability or death of the exact economic effects and under the same general conditions as are contemplated in the enactment of the law."

See *Lane v. Horn & Hardart Baking Company*, 261 Pa. 329; and *Matis v. Schaeffer*, *supra*, for a more liberal construction of the law than that adopted by the defendant.

The referee did not err in awarding compensation as of the date of total disability: *Hudyck v. Wyoming Shovel Works*, 200 Pa. 182.

We are influenced by the humanitarian purpose of the law; it works in favor of the injured servant, not against him, and we will sustain the award.

The findings of fact, conclusions of law, and award of the referee are affirmed.

## INGRAM v. CHARLES SILVERS AND SAMUEL STEIN

*Refusal by employe of operation offered by insurance carrier—determination of earning power—wages received in employment furnished by unemployment relief committee.*

*The refusal of an operation offered by the defendant's insurance carrier is not unreasonable where the defendant's doctor does not consider the operation as imperative but says that the claimant can do light work without a truss and with a properly fitted truss ought to be able to do such as he did formerly.*

*The referee did not err in considering the sum of \$12.00 a week paid the claimant by the unemployment relief committee in determining the earning power of the claimant. Considering all the evidence the referee determined the issues involved justly and equitably by accepting the \$12.00 a week paid to the claimant under the foregoing conditions as his present earning power for the purpose of fixing the rate of partial disability compensation.*

### OPINION BY COMMISSIONER HUNTER—AUGUST 29, 1931

Neither the claimant nor the defendant's insurance carrier, which intervenes, is satisfied with the referee's determination in this case. Their appeals will be considered jointly.

The claimant, a colored laborer, was injured on November 17, 1930, while in the course of his employment for the defendant. He slipped on a wet floor and a box of produce fell on him. The sustained severe contusions around the right hip and a right inguinal hernia, of a compensable character, immediately evidenced itself. The evidence is quite clear that the injuries produced total disability.

During January, 1931, the claimant was able to get about and it appears that on or about January 15th, an adjuster for the insurance carrier offered the claimant an operation. Claimant previously had talked with his own doctor, who told him he could get along with a truss but that an operation would be more effective treatment. Claimant asked if there was any guarantee that this would cure him, and the physician admitted that no absolute guarantee could be given. When the proffer of an operation was made by the insurance adjuster the claimant referred the matter to his lawyer. Whether the proposal was made to claimant's counsel cannot be determined, because the adjuster says it was made by telephone and he cannot say with certainty that he actually did



converse with claimant's counsel. It also appears that on January 15th, the defendant, at the suggestion of the insurance carrier, put the claimant back to work for one day, and then dispensed with his services. Claimant testifies that as the result of working that day he was extremely sore. There is an intimation that he was guaranteed that he would be given light work but this has not been proved. At any rate, considering claimant's description of his condition after attempting to work, there is not convincing evidence that his total disability actually had ended on January 15, 1931.

We have thus disposed of two exceptions raised by defendant's insurance carrier, first, that the hernia was not of a compensable character and, secondly, that his total disability had ended as of January 15, 1931, by reason of the fact that for that one day he returned to defendant's employ. We state definitely that we find no merit in either of these contentions.

Defendant's insurance carrier also argues that claimant has lost his right to compensation after January 15th because of his refusal to accept the proffered surgical operation. Section 306, Paragraph E, provides, *inter alia*, that if an injured employee shall refuse "reasonable" surgical services offered to him by his employer he shall forfeit all right to compensation for the injury or increase in incapacity resulting from the refusal. The proffer must be reasonable, and the question as to the necessity or propriety of the claimant submitting to the operation is one of fact for the determination of the Board on the evidence. *Donovan v. Cramp Co., C. P. Phila., 9 Dept. Reports, 781.*

The Board must take into consideration that claimant is a colored laborer, that he asked his own doctor whether there was any guarantee that an operation would cure his condition, and that the doctor told him no guarantee could be given. It is also in evidence that claimant's doctor suggested a truss, and that claimant indicated he would get a truss, which he did when he was in a position to do so. The insurance carrier's medical witness, Dr. J. F. Carroll, does not appear to consider an operation imperative. He says the claimant can do light work without a truss and with a properly fitted truss ought to be able to do work such as he did formerly.

In view of the fact that claimant referred the matter to his lawyer, it is questionable whether he can be considered as having definitely refused the operation. But assuming that his nonacceptance is tantamount to rejection, then the fact still remains that such an attitude was not unreasonable. He certainly was justified in deducing from his own physician's words that there was not guarantee of cure through an operation and that he could get along safely by using a truss. And, since defendant's own medical witness has indicated that the claimant can do his former work with safety if he wears a well-fitting truss, defendant insurance carrier's offer cannot be construed as entirely reasonable, and the contention that claimant, by refusing the proffer lost his right to compensation is without merit.

Questions also are raised on either side in respect to the referee's findings regarding the duration of claimant's total disability, whether he is entitled to partial disability compensation, and, if so, how much and for how long.

The referee awarded total disability for the period from November 24, 1930 (seven days after the accident), until February 1, 1931, at the rate of \$9.75 per week, 65% of his weekly wage with defendant. From February 1, 1931, and for an indeterminate period, partial disability compensation of \$1.95 a week was ordered.

In arriving at this partial disability compensation the referee found as a fact that on February 12, 1931, the claimant went to work for the Unemployment Relief Committee of the City of Philadelphia and was placed on the payroll at a stipend of \$12.00 a week for which he was required to give three days' work each week. The referee held that this established an earning power of \$12.00 a week.

Both claimant and defendant insurance carrier except to this finding.

Defendant insurance carrier contends that if the stipend received from the Unemployment Relief Committee is taken as a measure of earning power, then it must be considered that it was for three days' work and that if claimant worked a full work week at the same daily pay he would earn \$24.00, or \$9.00 more than he earned before the accident. For this reason, the insurance carrier contends, claimant is not entitled to any partial disability compensation.

Claimant holds that the stipend received from the Unemployment Relief Committee should not be taken as a measure of earning power; that it was merely a charitable gratuity; that the work was a "made job," and that unemployed men were put on the payroll at \$12.00 a week not because of fitness or capacity but because public policy required that they be supplied with a living income.

It was also suggested that if anything should be taken as a measure of earning power it is the amount which claimant earned subsequent to the referee's determination during three weeks' work in a feed warehouse. During that period, it is averred, he averaged \$7.67 and finally lost the job because he could not do heavy work. This, of course, is not in the testimony and cannot be considered in the present determination.

It therefore devolves upon us to determine in what measure the \$12.00 a week received from the city shows earning power.

If we decide that the claimant is right in his contention that the \$12.00 a week was a gratuity and reject it as a measure of earning power, then it follows that we must hold that there is no evidence of earning power and that claimant, who was able to get up on a truck and handle buckets, barrels and baskets of refuse, is, within the meaning of the Act, totally disabled and entitled to total disability compensation. That would be absurd.



If we were to hold that the insurance carrier is correct in its stand, then we would put ourselves in the position of holding that a man who, the medical evidence shows, is partially disabled is now able to make a greater daily wage than before he was disabled, in the same general line of work. Common-sense rules out such a conclusion.

Our view is this: There is evidence in the record that during a period of six weeks claimant was able to work three days a week and draw \$12.00 a week pay. There is no evidence that he would, if the opportunity had been open, have been able to work six days a week under the same conditions and thus double the weekly pay. Therefore, to assume that he had a potential earning power of \$24.00 a week would be pure speculation. In the present state of the record there is just as much reason for believing that he could not have worked six days a week under the conditions described as there is to assume that he could have done so. This we believe disposes of defendant's contention.

We do not see any merit in claimant's argument. While it is true that the movement to provide work for the unemployed was inspired by a spirit of civic philanthropy, it is a fact generally known in Philadelphia that real work was required on the part of the recipients of the \$12.00 a week stipends. The deliberate intention was to eliminate the element of charity.

We are convinced that the referee determined the issues here involved justly and equitably. The findings of fact, conclusions of law, and award are affirmed.

Both of the appeals are dismissed.

# ACCIDENT FREQUENCY IN PENNSYLVANIA MANUFACTURING PLANTS DECREASES IN 1930

PREPARED BY  
*Bureau of Statistics*

WILLIAM J. MAGUIRE, *Director*

A special tabulation, just completed, of accident frequency rates for a selected group of 332 manufacturing establishments constituting a representative cross-section of Pennsylvania's manufacturing industries discloses that the 1930 accident frequency rate for this group of establishments was nearly three per cent lower than the rate for 1929. Accident frequency for this group was reduced from a rate of 18.97 accidents per million man-hours worked in 1929 to a rate of 18.49 accidents per million man-hours in 1930. The severity of accidents in these manufacturing plants increased slightly in 1930, showing a rise in accident severity from 1.67 days per 1,000 hours of exposure in 1929 to a rate of 1.73 days per 1,000 hours of exposure in 1930, a 3.0 per cent increase.

This is the first time the Department has been able to issue a statement on comparative accident frequency and severity for any industry in which the comparison has been based on actual frequency and severity rates. Previous inability to do so has been due to the lack of comprehensive records of man-hour exposure. In 1927, the Federal Reserve Bank of Philadelphia in cooperation with the Department of Labor and Industry began the collection of man-hour data from manufacturing firms in addition to the monthly records of employment and wage payment changes. Utilization of these records for the years 1929 and 1930 made possible the calculation of comparative accident frequency and accident severity rates for 52 manufacturing industries. However, the Department makes no claim that the accident frequency and severity rates presented in this report are fully representative of the accident experience for each of the 52 Pennsylvania manufacturing industries or for the manufacturing industry as a whole. It does believe that the accident rates shown for these industries have some significance as indicating the probable accident experience in the industries covered.

The number of establishments used is identical for both years. These 332 establishments reported a total of 307,790,953 hours of exposure for 1930 as compared with a total of 371,319,275 hours of exposure for 1929, a decline in 1930 of 63,528,322 hours, or 17.1 per cent. The number of accidents reported by these establishments in 1930 declined 19.2 per cent below the 1929 total, and time lost on account of accidents showed a 12.9 per cent reduction.

TABLE I  
ACCIDENT FREQUENCY RATES BY INDUSTRY GROUPS, 1929-1930  
(Arranged in Order of 1930 Frequency Rates, from High to Low)

INDUSTRY GROUP	No. of Plants Reporting	Frequency per 1,000,000 Hours of Exposure	
		1930	1929
ALL MANUFACTURING INDUSTRIES:	332	18.49	18.97
Lumber products.....	21	38.19	30.74
Transportation equipment.....	21	36.83	26.99
Foods and tobacco.....	28	35.84	36.83
Paper and printing.....	22	20.93	19.62
Stone, clay and glass products.....	21	17.46	21.04
Metal products.....	132	16.57	18.96
Chemical products.....	17	14.11	13.67
Leather and rubber products.....	19	11.25	14.29
Textile products.....	51	5.51	5.56

The accident frequency and severity rates for each of nine major manufacturing groups in 1929 and 1930 are presented in Table I and Table II. Minor injuries, as indicated by the 2.5 decline in accident frequency for the 332 manufacturing establishments, were reduced in 1930. Four of the nine major industry groups show increased accident frequency in 1930 as compared with 1929: transportation equipment an increase of 36.5 per cent; lumber products, 24.3 per cent; paper and printing, 6.7 per cent; and chemical products, 3.2 per cent. Reductions in accident frequency for the five remaining major industry groups in 1930 ranged from 0.9 per cent for textile products to 21.2 per cent for leather and rubber products.

The severity of industrial accidents, on the other hand, increased in 1930 as compared with 1929. The accident severity rate per thousand hours of exposure for the manufacturing establishments covered by this report was three per cent greater in 1930 than in 1929. Accident severity increased in three major industry groups in 1930; paper and printing, 395.1 per cent; transportation equipment, 98.9 per cent; and metal products, 4.3 per cent. The large increase in accident severity for the paper and printing and the transportation equipment groups resulted from several major industrial disasters causing a relatively large loss of life. Reductions in accident severity in the other six industry groups ranged from 8.7 per cent for leather and rubber products to 65.2 per cent for textile products.

The accident experience in 52 manufacturing industries during 1929 and 1930 is shown in Table III. Thirty of the 52 industries experienced a decline in frequency rates in 1930 as compared with 1929, ranging from a 2.7 per cent drop in steel works and rolling mills to a decline of 40.2 per cent in the wooden box manufacturing industry. Severity rates in 1930, however, were greater than in 1929 in 27 of the 52 industries. These increases in accident severity ranged from 2.3 per cent in hardware and tool manufacturing to as high as 660.7 per cent in railroad repair shops.

**TABLE II**  
**ACCIDENT SEVERITY RATES BY INDUSTRY GROUPS, 1929-1930**  
 (Arranged in Order of 1930 Severity Rates, from High to Low)

INDUSTRY GROUP	No. of Plants Reporting	Severity per 1,000 Hours of Exposure	
		1930	1929
ALL MANUFACTURING INDUSTRIES:	332	1.73	1.67
Transportation equipment.....	21	3.68	1.85
Chemical products.....	17	2.50	3.91
Paper and printing.....	22	2.03	.41
Metal products.....	132	1.91	1.83
Stone, clay and glass products.....	21	1.34	2.93
Lumber products.....	21	.98	2.19
Foods and tobacco.....	28	.78	1.36
Leather and rubber products.....	19	.21	.23
Textile products.....	51	.08	.23

The accident experience among establishments engaged in the manufacture of metal products showed a decrease of 12.6 per cent in the frequency of lost-time accidents, but an increase of 4.3 per cent in the severity rate, in comparison with 1929. Twelve of the 13 metal products industries show reduced accident frequency in 1930 as compared with 1929, the reductions ranging from 1.2 per cent for steel works and rolling mills to 38.6 per cent for blast furnaces. Brass and bronze products was the only metal forming industry to show a higher frequency rate in 1930 over 1929, an advance of 4.4 per cent.

A higher accident severity rate in 1930 than in the preceding year was recorded for 7 of the 13 metal products industries, the manufacture of steam and hot water appliances showing the greatest increase in severity with an advance of 305.5 per cent. On the other hand, the severity rate for structural iron works dropped from 7.99 days per 1,000 hours of exposure in 1929 to .72 days in 1930, a reduction of 90.9 per cent.

The accident experience of the transportation equipment industries in 1930 was not as favorable as in 1929. Although the number of accidents reported in 1930 by the 21 establishments in the 5 industries covered by this report increased only 4.8 per cent as compared with 1929 and the number of man-hours worked decreased 23.1 per cent as compared with 1929, the accident frequency rate increased 36.4 per cent and the severity rate advanced 98.9 per cent over the 1929 rates. A major industrial disaster in which seven workers lost their lives increased the severity rate for railroad repair shops from 2.52 per 1,000 hours of exposure in 1929 to 19.17 in 1930, an advance of 660.7 per cent.

Commendable progress in the reduction of accident frequency and severity rates in 1930 as compared with 1929 was made by the textile products, foods and tobacco, stone, clay and glass products, leather and rubber products, and chemical products industry groups. Although the frequency of accidents in the lumber products industries in 1930 increased 24.2 per cent over 1929, accidents were not as serious as in 1929, the severity rate showing a 44.7 per cent decrease.

The accident experience in the paper and printing industries in 1930 was not as favorable as in 1929, the accident severity rate showing an increase of 395.1 per cent largely because in 1929 no fatal accidents were recorded for these industries while in 1930 three employes lost their lives.

A comparison of the accident experience for this group of manufacturing industries in Pennsylvania during 1929 and 1930 with frequency and severity rates in corresponding industries throughout the United States for these two years as shown by computations of the National Safety Council is given in Table IV. The combined accident frequency rate for the Pennsylvania plants in 1929 was 17.9 per cent less than the national frequency rate, and the severity of industrial accidents for the Pennsylvania plants was 14.7 per cent below the severity shown for the country as a whole in the National Safety Council's tabulations. In 1930, the Pennsylvania frequency rate for manufacturing industries was 1.9 per cent higher than the country-wide rate, but the severity of industrial accidents in Pennsylvania was 18.8 per cent below the rate for the United States.

In conclusion, despite commendable reductions in the accident frequency rates for individual industries and a favorable comparison with national rates, the increased severity of accidents in 1930 in the 332 Pennsylvania plants covered in this report is disappointing. While the elimination of industrial hazards and general education in accident prevention is showing creditable results in cutting down the frequency of minor accidents, more careful attention should be given to the prevention of the serious accidents.



TABLE III

# RATES OF ACCIDENT FREQUENCY AND OF ACCIDENT SEVERITY IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA, 1929-1930

22

GROUP AND INDUSTRY	No. of Plants Report- ing	1930					1929				
		Hours of Exposure	No. of Acci- dents	Time Lost (Days)	Frequency per 1,000,000 Hours of Exposure	Severity per 1,000 Hours of Exposure	Hours of Exposure	No. of Acci- dents	Time Lost (Days)	Frequency per 1,000,000 Hours of Exposure	Severity per 1,000 Hours of Exposure
ALL MANUFACTURING INDUSTRIES.....	332	307,790,953	5,693	538,525	18.49	1.73	371,319,275	7,045	618,351	18.97	1.67
Metal products:	132	151,091,169	2,505	288,857	16.57	1.91	192,798,628	3,656	352,771	18.96	1.83
Blast furnaces.....	3	3,405,235	43	12,739	12.63	3.74	3,739,182	77	13,296	20.59	3.55
Steel works and rolling mills.....	22	77,798,620	744	197,899	9.56	2.54	99,607,711	978	216,130	9.82	2.17
Iron and steel forgings.....	4	2,421,814	77	1,511	31.79	.62	3,777,844	156	4,881	41.29	1.29
Structural iron works.....	6	3,855,331	204	2,767	52.91	.72	3,692,431	207	29,511	56.06	7.99
Steam and hot water heating appliances.....	9	5,961,191	245	22,010	41.09	3.69	7,692,468	380	7,017	49.39	.91
Stoves and furnaces.....	3	118,338	4	33,316	33.80	2.67	166,839	8	86	47.95	.51
Foundries.....	24	10,818,448	382	18,977	35.31	1.75	14,660,002	607	17,388	41.40	1.11
Machinery and parts.....	25	17,311,309	353	18,748	20.39	1.08	21,774,073	549	41,725	25.21	1.91
Electrical machinery and appliances.....	8	10,040,382	105	2,228	10.45	.22	12,348,274	146	8,025	11.82	.65
Engines and pumps.....	10	7,351,678	191	3,199	25.98	.43	9,682,420	266	4,631	27.47	.49
Hardware and tools.....	11	7,826,443	115	6,824	14.09	.86	10,748,959	227	9,118	21.11	.84
Brass and bronze products.....	4	1,098,618	26	396	23.66	.36	1,462,085	33	635	22.57	.43
Jewelry and novelties.....	3	3,083,722	16	1,213	5.18	.39	3,446,340	22	328	6.38	.09
Transportation equipment:	21	36,710,428	1,352	135,047	36.83	3.68	47,725,911	1,288	88,459	26.99	1.85
Automobiles.....	4	6,189,616	116	1,954	18.74	.31	8,240,580	127	7,667	15.41	.93
Automobile bodies and parts.....	4	9,628,292	149	15,123	15.47	1.57	17,809,356	357	45,057	20.05	2.53
Locomotives and cars.....	7	9,655,972	271	26,566	28.06	2.75	12,994,392	240	10,923	18.47	.84
Railroad repair shops.....	3	2,905,434	104	55,717	35.79	19.17	3,357,979	174	8,469	51.81	2.52
Shipbuilding.....	3	8,331,114	712	35,687	85.46	4.28	5,323,604	390	16,343	73.24	3.07
Textile products:	51	44,953,715	248	3,641	5.51	.08	52,181,351	290	12,061	5.56	.23
Cotton goods.....	5	1,726,542	22	247	12.74	.14	1,998,660	23	346	11.50	.18
Woolens and worsteds.....	7	3,523,608	24	288	6.81	.08	4,872,588	43	556	8.82	.11
Silk goods.....	15	19,340,093	99	1,377	5.12	.07	19,807,546	131	8,069	6.61	.41
Textile dyeing and finishing.....	3	1,219,874	16	180	13.11	.14	1,352,689	12	191	9.00	.14
Carpets and rugs.....	3	1,866,656	18	674	9.64	.36	3,131,458	26	1,035	8.01	.33
Hosiery.....	6	13,002,618	27	375	2.00	.02	16,233,360	24	1,461	1.47	.09
Other knit goods.....	3	1,640,417	10	131	6.09	.08	1,967,737	10	96	5.08	.05
Men's clothing.....	3	76,912	1	28	13.00	.36	92,646	1	21	10.79	.22
Women's clothing.....	3	1,236,458	7	73	5.66	.06	1,122,550	7	103	6.24	.09
Shirts and furnishings.....	3	1,320,537	24	268	18.17	.20	1,622,117	13	183	8.38	.11

TABLE III

**RATES OF ACCIDENT FREQUENCY AND OF ACCIDENT SEVERITY IN MANUFACTURING INDUSTRIES  
IN PENNSYLVANIA, 1929-1930—(Concluded)**

23

GROUP AND INDUSTRY	No. of Plants Report- ing	1930					1929				
		Hours of Exposure	No. of Acci- dents	Time Lost (Days)	Frequency per 1,000,000 Hours of Exposure	Severity per 1,000 Hours of Exposure	Hours of Exposure	No. of Acci- dents	Time Lost (Days)	Frequency per 1,000,000 Hours of Exposure	Severity per 1,000 Hours of Exposure
<b>Foods and tobacco:</b>	28	17,772,299	637	13,968	35.84	.78	17,024,219	627	23,140	36.83	1.36
Bread and bakery products..	7	3,667,919	123	6,170	33.53	1.68	3,548,661	78	1,669	21.98	.47
Confectionery.....	4	4,781,762	254	3,357	53.12	.70	5,263,948	237	5,026	45.02	.95
Ice cream.....	3	945,846	122	2,083	128.98	2.20	972,087	141	7,878	145.05	8.09
Meat packing.....	8	2,952,426	80	903	27.09	.30	2,997,637	119	7,804	39.73	2.60
Sugar refining.....	3	2,128,799	45	722	21.13	.34	2,188,600	40	616	18.27	.28
Cigars and tobacco.....	3	3,295,547	13	733	3.94	.22	2,053,286	12	147	5.84	.07
<b>Stone, clay and glass products:</b>	21	9,451,164	165	12,644	17.46	1.34	11,550,113	343	33,869	21.04	2.93
Brick, tile and pottery.....	10	4,167,147	50	4,593	11.99	1.10	4,926,292	108	18,015	21.92	3.66
Cement.....	3	1,471,277	7	6,126	4.73	4.16	1,838,729	10	6,273	5.44	3.41
Glass.....	8	3,812,740	108	1,925	28.32	.50	4,785,092	225	9,581	47.02	2.00
<b>Lumber products:</b>	21	3,142,231	120	3,087	38.19	.98	4,717,213	145	10,370	30.74	2.19
Lumber and planing mills....	8	986,220	52	1,276	52.73	1.29	1,538,975	63	1,041	40.09	.67
Furniture.....	10	1,738,614	53	606	30.48	.35	2,712,274	54	8,703	19.91	3.21
Wooden boxes.....	3	417,397	15	1,205	35.93	2.88	465,964	28	626	60.09	1.34
<b>Chemical products:</b>	17	23,451,437	331	58,721	14.11	2.50	23,107,362	316	90,363	13.67	3.91
Chemicals and drugs.....	5	1,779,329	25	268	14.61	.15	2,049,128	68	3,040	33.18	1.48
Coke.....	3	6,352,500	78	20,085	12.27	3.16	6,040,866	54	45,235	8.94	7.49
Explosives.....	3	73,819	2	56	27.09	.76	70,422	2	35	28.40	.49
Paints and varnishes.....	3	2,143,596	23	427	10.73	.19	2,319,311	21	6,648	9.05	2.87
Petroleum refining.....	3	13,102,193	203	37,885	15.49	2.88	12,627,635	171	35,405	13.54	2.80
<b>Leather and rubber products:</b>	19	11,280,678	127	2,401	11.25	.21	10,495,742	150	2,412	14.29	.23
Leather tanning.....	6	5,167,070	61	1,507	11.80	.29	4,686,343	76	764	16.22	.16
Shoes.....	7	3,679,096	27	377	7.34	.10	3,185,134	27	347	8.47	.11
Other leather products.....	3	239,932	5	51	20.84	.11	286,840	5	96	17.42	.33
Rubber tires and goods.....	3	2,194,580	34	466	15.49	.21	2,337,425	42	1,205	13.68	.51
<b>Paper and printing:</b>	22	9,937,832	208	20,159	20.93	2.03	11,718,736	230	4,906	19.62	.41
Paper and wood pulp.....	7	6,182,240	147	13,145	23.78	2.12	7,765,836	153	3,773	19.70	.48
Paper boxes and bags.....	3	438,390	10	412	22.81	.94	485,092	14	203	28.86	.42
Printing and publishing.....	12	3,317,202	51	6,602	15.37	1.99	3,467,808	63	930	18.17	.27







## THEY PUT SAFETY FIRST\*

OUTSTANDING RECORDS OF PENNSYLVANIA INDUSTRY ASSEMBLED BY THE  
BUREAU OF INSPECTION

Finishing ahead of rival groups for the second consecutive time, first-aid experts of the Johnstown Line Department have tightened their grip on the first-aid trophy of the Johnstown division of the Associated Gas and Electric System. This group has only one year more to go to gain permanent possession of the three-year cup. The Line Department's championship team extended its winning streak to two straight years by nosing out the Indiana Line Department in the annual first-aid meet in July.

---

The Steelton Plant of the Bethlehem Steel Company, after having won safety honors for the first quarter of 1931, in competition with other plants of the company, came through again with high honors in the second quarter of the accident-prevention contest. The Steelton Plant in the second quarter of 1931 showed a 91.5 per cent improvement over its safety record of the first three months.

---

Showing consistent improvement over a period of the last three years, the safety program of the Lycoming Manufacturing Company, of Williamsport, has won for this company a rating of fourth place among gray iron foundries of the nation. The contest participated in by 46 gray iron foundries last year was conducted by the National Safety Council.

---

The dedication in July of the Safety Trophy presented by the Portland Cement Association to Plant 4 of the Pennsylvania Dixie Cement Corporation, was attended by impressive ceremonies. The award was made on a record of no lost-time accidents in 1930. R. B. Fortuin, Assistant to the General Manager, presided as chairman at the exercises.

---

Nineteen cement plants of the Portland Cement Association in Pennsylvania went through the association's June campaign without a lost-time accident, the list included: Allentown Portland Cement Company, Evansville; Alpha Portland Cement Company, Martins Creek; Bessemer Cement Corporation, Bessemer; Crescent Portland Cement Company, Wampum; Giant Portland Cement Co., Egypt; Hercules Cement Corporation, Hercules; Lawrence Portland Cement Company, Siegfried; Lehigh Portland Cement Company, Ormrod, Newcastle, Fogelsville and Bath; Lone Star Cement Company, Pennsylvania,

---

\*This will be a monthly feature in **Labor and Industry**. Pennsylvania concerns are invited to submit from time to time safety records that they consider worthy of publication. Address: Director, Bureau of Inspection, Department of Labor and Industry, Harrisburg, or your Divisional Supervisor of the Bureau.



Nazareth; Medusa Portland Cement Company, York; Nazareth Portland Cement Company, Nazareth; Pennsylvania-Dixie Cement Corporation, Bath; Universal Atlas Cement Company, Universal and Northampton; Valley Forge Cement Company, West Conshohocken, and West Penn Cement Company, West Winfield.

---

With an enviable record of no lost-time accidents during the first six months of 1931, the Union Plant of the National Radiator Corporation, at Johnstown, continued a remarkable drive for industrial safety honors. At the end of the first six months of the year the Union Plant was leading in the 1931 safety contest of the National Radiator Corporation.

---

During the month of June, 1931, six divisions of the Pennsylvania Railroad System, including the Sunbury, Schuylkill, Logansport, Cumberland Valley, Grand Rapids and Akron, achieved perfect safety records, not an accident being reported among their working forces.

---

Employees of the *Public Ledger* have won a place on the Honor Roll of the Bureau of Inspection by their completion of a year without lost-time accident.

---

A clear record in July was established for the United States Aluminum Company, at New Kensington, its fifth no-accident month out of the last twelve. This record was achieved with 3,500 employees.

---

For the first time in its history the South Side Works of the Jones and Laughlin Steel Corporation, in July, 1931, achieved a no-accident month. Approximately 1,000,000 man-hours were worked.

---

The Charmian Plant of the Funkhouser Company, at Charmian, recently completed a two-year period of operation without lost-time accident.

---

The Tanaqua Underwear Company, of Tamaqua, employing 10 men and 130 women, reports two lost-time accidents for the entire period of 1929 and 1930.

---

The Edgar Thompson Steel Works, at Braddock, in a tabulation of accident figures since 1914 shows a reduction for the period of the last 10 years in comparison with the previous 7 years of 91 per cent in lost-time cases and 63 per cent in fatalities. In June, 1931, the Blast Furnace Department, with more than 450 employees, had completed 600 days without a lost-time accident, while 90 men in the Bessemer Department had not had an accident since September 3, 1930.

In June, 1931, the Philadelphia Works of the General Electric Company for the second time since 1928 completed an entire month without a single accident involving loss of time. Actual hours worked were in excess of 440,000. Six disability accidents for the first half of 1931 established a frequency rate of .446 which is only 13 per cent of the frequency average for the State, and represents a reduction of 41 per cent from the company's record of 1930. A severity rate of .077 represents a reduction of 77 per cent from 1930.

---

The Olney Foundry Company, of Philadelphia, manufacturing a line of heavy castings for the general trade, on June 20, 1931, completed 334 consecutive days without a single lost-time accident. The average number of men employed was 115. Safety is in the hands of a well organized foremen's committee.

---

In a period representing approximately 40,000 man-hours, the Industrial Dismantling Company, engaged in a 24-hour-a-day operation on the West End Trust Building, at Broad Street and South Penn Square, Philadelphia, with 80 men employed, experienced only one accident involving a loss of 23 days' time.

---

A period of 818 consecutive days worked without a lost-time accident among an average of 115 employes, was reported recently by the Hercules Powder Company, at Emporium.

---

The Philadelphia Coke Company, with an increase of 20 per cent in man-hours worked, achieved a reduction of 37 per cent in accident frequency and 45 per cent in severity in 1930 as compared with 1929.

---

Among Pennsylvania industries with 1930 Honor Roll safety records were the Plankenhorn Braid Works, Williamsport, with 42 employes; and J. D. Bair Company, Montgomery, furniture manufacturers, with 23 employes. Concerns reporting no accidents in either 1929 or 1930 are the Penn Garment Manufacturing Company, Williamsport, with 34 employes, and Pysher and Son, Montgomery, furniture manufacturers, with 23 employes.

---

Enviably records of several divisions of the Lebanon Plant of the Bethlehem Steel Company recently reported include: Concentrating Plant of the Bethlehem Mines, employing 350 men, had gone 397 days without a lost-time accident; Warehouse Department, 200 men, worked 843 days with record continuing; Scrap Department, 40 employes, 709 days; Factory Department, 1,000 employes, 174 days.

The Philadelphia Electric Company in the first six months of 1931 recorded a 58 per cent reduction in lost-time accidents as compared with the same period in 1930. A reduction of 32 per cent in automobile accidents in this same period is particularly noteworthy.

---

From January 1 to June 17, 1931, when this report was submitted, accident-free records were recorded by the Caledonia Mill and the Kent Worsted Mill, both of Clifton Heights, employing 225 and 525 workers, respectively. The Clifton Yarn Mill, of Clifton Heights, with 350 employees, had one lost-time accident in the same period. All of these concerns are operating day and night shifts.

# REVIEW OF INDUSTRIAL STATISTICS

PREPARED BY  
*The Bureau of Statistics*

**State Public Employment Office Reports**—The number of applicants for work at State Public Employment Offices continued to increase in August. During the four weeks covered by the public employment office report for the period from July 27 to August 22, 1931, a total of 10,134 persons applied at the public employment offices for assistance in securing work. During the same period, 2,142 employment opportunities were listed, establishing a ratio of 473 applicants for every 100 openings, the highest figure reached during the nine years for which comparative records are available and 10 per cent higher than the ratio for July. The ratio for August, 1930, was 341 applicants for every 100 openings as compared with the ratio of 473 to 100 for August, 1931, a 39 per cent increase. Demands for workers in all industries were noticeably fewer in August than in July except for a slightly increased demand in the semi-skilled and unskilled labor groups. Much of this work, however, was of the "made" and temporary variety. A total of 1,888 persons were reported as having been placed in jobs during August as compared with 2,078 in July, a nine per cent decrease in placements. In August, 1930, placements numbered 2,045, and for August, 1929, the figure was 3,356.

For the first eight months of 1931, the public employment office records show that 83,765 persons applied for work, 23,675 job opportunities were listed, and 20,798 persons secured employment. The number of jobs available during this period was only 28 per cent of the number needed to provide employment for all applicants. In comparison with totals for the corresponding period in 1930, the number of applicants for work during the first eight months of 1931 increased 12 per cent, the number of job opportunities decreased 13 per cent, and the number of placements declined eight per cent.

## EMPLOYMENT AND WAGE PAYMENTS

**Manufacturing**—After declining almost constantly during the last two years, employment in manufacturing industries in Pennsylvania in August showed nearly a one per cent gain as compared with July, and the volume of wage payments in manufacturing industries also increased nearly one per cent.

These changes are shown by indexes of manufacturing employment and wage payments based on reports from 834 establishments employing more than a quarter of a million workers and having a weekly payroll amounting to more than five million dollars. The increase in manufacturing employment for August, while not large, is encouraging because usually employment in manufacturing in August shows little or no variation from July. The index of manu-

facturing employment for August, 1931, at 72.9 per cent of its 1923-1925 average, was 15.8 per cent lower than at this period last year, while the index of wage payments in the manufacturing industry, at 56.1 per cent of its 1923-1925 average, was 31.6 per cent lower than the index for August, 1930. Weekly earnings of manufacturing workers in August averaged \$20.26 as compared with \$20.24 in July and as compared with \$24.84 in August, 1930. Operating time in Pennsylvania factories for August as measured by data of man-hours reported from 582 plants increased 1.9 per cent as compared with July.

Increased employment in August as compared with July was shown for 22 of the 51 manufacturing industries represented in the report. Largest gains were in the industries comprising the textile products; stone, clay, and glass products; lumber products; and leather and rubber products groups. The metal products and paper and printing groups also showed slightly higher employment totals for the month. Decreased employment was shown for the transportation equipment, food and tobacco, and chemical products groups.

In the metal group, the electrical apparatus and hardware and tool industries were the only two to show any gain in employment over July. The seven per cent gain in employment and the 13 per cent increase in payrolls for the electrical apparatus group was due primarily to seasonal increases in radio manufacture. One large firm in this industry more than doubled its force in August and another radio factory showed nearly a 25 per cent employment gain. Several large manufacturers of other electrical goods showed further employment declines for the month. Employment in primary metal industries continued at extremely low levels with nearly all plants reporting additional curtailment of forces.

The transportation equipment group showed more than a one per cent decline both in employment and wage payments for August. Sharp employment and payroll decreases were reported from automobile plants and ship yards. Factories manufacturing auto bodies and parts, however, reported large employment and payroll gains, the volume of wage payments in this group for August showing more than a 50 per cent gain as compared with July.

Substantial employment gains were recorded for eight of the eleven industries comprising the textile group, and wage disbursements for all of the eleven textile industries in August were higher than in July. The gains in most instances appeared to be more than seasonal. In the silk industry, employment for August was six per cent higher than in July, and payrolls gained 17 per cent. A majority of the firms in the silk industry participated in the increase although a few mills are still closed down. The progress of the adjustment of labor difficulties in the silk industry helped in increasing the employment total for the month. In the men's clothing industry, slight gains in employment and payrolls were generally reported. Several clothing factories have shortened the working week in order to distribute the work among a greater number of



employees. In the women's clothing industry, the 34 per cent gain in employment and the 25 per cent increase in payrolls was occasioned almost entirely by the reopening of one large factory in the eastern section of the State which had been closed since the first of July. This firm reopened with a force about 20 per cent smaller than at the time of closing.

In the food industry, ice cream manufacturers reported seasonally decreased employment and payrolls as compared with July. Candy factories showed a three per cent employment gain.

In the glass industry, most plants were on a part-time basis and the large decrease in wage payments for the month were due to vacations and customary August shut-downs. One plant was closed entirely due to a fire which threw more than 150 men out of employment.

In the leather industry, shoe manufacture exhibited a marked recovery of operations. Employment in shoe factories was nearly five per cent higher than in July, and wage disbursements were more than 20 per cent above the July figure.

The general trend of manufacturing employment for August appeared to be more favorable than in any previous month this year. The gains in lines manufacturing consumers' commodities were fairly well marked, indicating an increased demand for goods from jobbers and retailers. The gains for the industries producing manufacturers' goods were not so evident, but in general the increase in manufacturing employment for August is viewed as encouraging.

**Coal Mining**—Employment at 159 collieries reporting from the anthracite industry for August showed a three per cent gain as compared with July and payrolls were five per cent larger, according to records of the Anthracite Bureau of Information. Employment in anthracite mines for August, 1931, however, was nearly 20 per cent less than at this period in 1930, and wage disbursements 30 per cent lower.

Reports from 404 bituminous mines in Pennsylvania to the United States Bureau of Labor Statistics show practically no change in employment totals for August as compared with July, but wage payments decreased nearly four per cent. Employment in the bituminous industry in August, this year, was approximately 13 per cent less than in August, 1930, while wage payments show nearly a 35 per cent reduction.

**Building and Contracting**—A further increase of employment in building and contracting work was indicated for August. Reports from 59 construction firms show nearly an eight per cent increase in employment and a five per cent gain in payrolls for August as compared with July. These increases between July and August, this year, were larger than those for the correspond-

ing period in 1930. The index of construction employment for August, 1931, however, was 25 per cent lower than a year ago, and wage disbursements to construction workers were nearly 38 per cent less.

Employment on road construction in August was slightly higher than in July, showing an 0.3 per cent gain. This increase was entirely in the forces engaged in road maintenance work. Forces engaged on new road construction in August were 16 per cent less than in July. Comparisons with last year indicate that employment on highway construction in August, 1931, was nearly 28 per cent less than a year ago, the decrease occurring entirely in new construction work. Maintenance forces on highways in August, 1931, were 28 per cent higher than at this period a year ago.

**Trade**—Employment reports from 68 retail establishments show more than a one per cent decline for August. Employment for wholesale firms showed practically no change. Employment in the retail industry for August, 1931, was shown to be 3.4 per cent lower than in August, last year, while employment in wholesale trade decreased 1.1 per cent.

**Summary**—August reports of industrial employment presented a glimpse of slightly more hopeful industrial conditions than the records for July. There were few pronounced employment gains in any industry, but the increases while moderate appeared in most instances to be more than seasonal. The employment and payroll gains recorded for the manufacturing, anthracite coal mining, and building and contracting industries were fairly satisfactory and seem to indicate some possibilities for further improvement in September.

**REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF AUGUST, 1931**  
(FOUR WEEKS, JULY 27, 1931, TO AUGUST 22, 1931, INCLUSIVE)

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>GRAND TOTAL</b> .....	10,134	6,113	4,021	2,142	1,161	981	2,585	1,359	1,226	1,881	1,038	843
Total industrial group (skilled).....	3,044	1,946	1,098	645	446	199	896	609	287	581	402	179
Building and construction.....	372	372	...	97	97	...	116	116	...	91	91	...
Shipbuilding.....	175	175	...	81	81	...	117	117	...	72	72	...
Chemicals and allied products.....	12	12	...	...	...	...	...	...	...	...	...	...
Clay, glass and stone products.....	12	12	...	...	...	...	...	...	...	...	...	...
Clothing.....	76	17	59	2	2	...	...	...	...	...	...	...
Textiles.....	135	56	79	3	1	2	3	3	...	1	...	...
Food and kindred products.....	47	11	36	2	2	...	16	4	15	7	1	6
Leather, rubber and composition goods.....	45	43	2	3	3	...	5	5	...	2	...	...
Lumber, woodwork and furniture.....	83	79	4	12	12	...	21	21	...	11	11	...
Paper and printing.....	95	71	24	17	13	4	28	23	5	16	11	5
Metals and metal products.....	510	478	32	86	84	2	120	117	3	81	79	2
Mines and quarries.....	40	40	...	...	...	...	...	...	...	...	...	...
Transportation and public utilities.....	255	161	94	41	21	20	64	30	34	33	17	16
Hotel and restaurant.....	715	161	554	164	57	107	227	74	153	148	52	96
Wholesale and retail trade.....	261	125	136	96	47	49	137	71	66	84	39	45
Miscellaneous.....	211	133	78	34	25	9	35	26	9	30	23	7
<b>Total other groups</b> .....	7,090	4,167	2,923	1,497	715	782	1,689	750	939	1,300	636	664
Clerical and professional.....	1,579	734	845	167	63	104	283	103	180	148	54	94
Agriculture.....	76	61	15	41	28	13	41	28	13	28	23	5
Semi-skilled.....	1,320	389	931	486	67	419	600	90	510	412	65	347
Unskilled.....	2,950	2,613	337	496	436	60	455	408	47	415	374	41
Casual and day workers*.....	1,105	370	795	307	121	186	310	121	189	297	120	177
<b>July, 1931</b> .....	9,956	6,036	3,920	2,315	1,332	983	2,839	1,602	1,237	2,078	1,191	887
<b>August, 1930</b> .....	8,388	5,978	2,410	2,457	1,670	787	2,939	2,000	939	2,045	1,416	629
<b>August, 1929</b> .....	7,611	5,597	2,014	4,401	3,312	1,089	4,852	3,545	1,307	3,356	2,541	815
Per cent of applicants placed.....	19	17	21	...	...	...	...	...	...	...	...	...
Per cent of openings filled.....	...	...	...	...	...	...	...	...	...	...	...	...
Per cent of persons referred placed.....	...	...	...	...	...	...	...	...	...	...	...	...

\*The placement of each casual or day worker is recorded for only one (1) placement per week.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS
		No. of Wage Earners Week Ended Aug. 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Aug. 15, 1931	Index Numbers 1923-1925 = 100			
			Per cent change compared with				Aug., 1931	Per cent change compared with		
			Aug., 1931	July, 1931	Aug., 1930			July, 1931	Aug., 1930	
ALL MANUFACTURING INDUSTRIES: (51) 37%.....	834	255,363	72.9	+ 0.7	-15.8	\$5,172,554	56.1	+ 0.9	-31.6	\$20.24
Metal products: (12) 57%	251	117,946	66.6	+ 0.3	-23.0	2,383,261	47.7	- 2.1	-42.5	20.64
Blast furnaces.....	12	1,374	38.6	- 5.2	-28.3	30,555	28.4	- 6.6	-47.1	22.63
Steel works and rolling mills.....	51	56,904	57.3	- 2.4	-25.3	1,110,945	38.9	- 7.6	-46.3	20.62
Iron and steel forgings.....	9	1,121	65.6	- 5.9	-20.7	21,247	48.2	- 0.8	-35.2	18.01
Structural iron work.....	10	3,885	98.0	- 1.4	-21.0	86,470	76.2	- 7.9	-36.1	23.88
Steam and hot water heating appliances.....	15	3,307	85.8	- 1.5	-10.1	66,166	59.8	- 4.6	-34.4	20.78
Stoves and furnaces.....	8	563	62.6	- 3.5	-21.0	10,632	38.7	+ 6.3	-41.9	18.88
Foundries.....	35	5,733	63.0	- 0.8	-27.9	98,495	37.7	- 1.3	-51.7	17.19
Machinery and parts.....	45	7,752	76.0	- 0.8	-18.2	153,314	50.7	- 6.8	-35.1	17.30
Electrical apparatus.....	22	27,995	99.1	+ 7.1	-16.9	630,114	85.5	+12.8	-35.1	21.41
Engines and pumps.....	10	1,733	46.1	- 2.5	-44.1	33,180	32.9	- 2.1	-59.2	19.10
Hardware and tools.....	21	5,132	70.9	+ 4.6	-12.7	87,488	52.1	+ 1.2	-24.7	17.62
Brass and bronze products.....	13	2,447	62.2	- 1.4	-27.6	54,655	49.4	- 0.2	-37.9	22.14
Transportation equipment: (5) 74%	37	16,823	45.1	- 1.7	-33.8	339,367	30.2	- 1.3	-52.1	19.92
Automobiles.....	4	2,546	51.3	- 9.5	+40.5	37,186	20.1	-26.4	- 6.5	17.47
Automobile bodies and parts.....	11	3,789	55.8	+13.6	-13.2	95,079	46.8	+51.0	- 4.3	18.91
Locomotives and cars.....	12	6,164	23.0	- 0.9	-48.7	124,295	15.8	- 1.3	-63.5	20.19
Railroad repair shops.....	6	2,664	67.0	- 3.6	- 8.2	56,579	52.9	-12.1	-24.0	23.29
Shipbuilding.....	4	1,660	37.7	-16.0	-59.1	26,228	33.9	-33.8	-76.5	20.00
Textile products: (11) 30%	166	50,357	83.3	+ 2.8	- 3.7	890,188	72.1	+10.8	- 4.9	16.66
Cotton goods.....	13	2,889	61.4	- 2.8	+ 4.1	63,155	60.2	+ 8.7	+18.7	19.51
Woolens and worsteds.....	14	3,909	60.6	+ 0.5	+ 7.4	90,780	59.7	+ 9.3	+14.6	21.30
Silk goods.....	46	14,921	82.2	+ 6.2	-10.7	245,645	80.2	+16.7	-12.0	15.41
Textile dyeing and finishing.....	12	1,591	84.5	+ 2.3	- 7.1	37,451	81.5	+15.6	- 4.6	20.81
Carpets and rugs.....	9	2,661	64.3	+ 1.6	+12.4	55,826	53.0	+ 7.5	+37.0	19.84
Hats.....	3	2,966	76.0	- 0.3	-14.7	51,879	54.3	+ 3.0	-31.6	16.96
Hosiery.....	31	14,918	100.6	+ 2.1	- 7.7	255,513	80.8	+ 8.2	- 8.3	16.34
Knit goods, other.....	13	2,370	86.5	- 0.3	+15.2	35,552	73.9	+ 5.3	+ 3.4	14.22
Men's clothing.....	9	829	82.5	+ 2.7	+ 3.0	11,806	71.9	+15.6	+ 2.2	12.65
Women's clothing.....	8	1,222	107.6	+33.8	+11.0	13,615	86.9	+25.0	+ 1.0	11.94
Shirts and furnishings.....	8	2,081	140.0	+ 2.0	+28.7	28,966	129.8	+ 9.6	+26.3	12.92



GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS			AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Aug. 15, 1931	Index Numbers 1923-1925 = 100		Total Weekly Payroll Week Ended Aug. 15, 1931	Index Numbers 1923-1925 = 100		Per cent change compared with Aug., 1931	Aug. 15, 1931	July 15, 1931
			Aug., 1931	Per cent change compared with Aug., 1930		Aug., 1931	Per cent change compared with Aug., 1930			
Foods and tobacco: (5) 32%	93	21,252	103.9	— 0.2	— 3.7	397,881	92.3	— 1.9	18.72	19.00
Bread and bakery products.....	27	3,847	104.5	— 1.2	— 4.6	97,524	95.4	— 2.4	25.35	25.64
Confectionery.....	13	4,200	95.5	— 3.0	— 0.8	69,479	80.9	— 0.6	16.54	16.92
Ice cream.....	11	1,451	118.0	— 7.6	— 5.8	43,834	111.7	— 0.6	30.21	30.24
Meat packing.....	14	1,916	92.9	— 0.7	— 1.8	49,678	78.9	— 0.3	25.93	25.82
Cigars and tobacco.....	28	9,838	102.8	0.0	— 4.5	137,366	87.8	— 1.2	13.96	14.15
Stone, clay and glass products: (3) 42%	69	11,091	57.0	— 2.9	— 13.8	209,493	38.1	— 1.3	18.89	19.75
Brick, tile and pottery.....	34	4,087	71.0	— 2.0	— 8.2	64,666	43.4	— 8.2	15.82	14.95
Cement.....	15	4,421	54.0	— 2.1	— 14.8	103,352	40.1	— 0.3	23.38	23.78
Glass.....	20	2,583	47.0	— 4.4	— 20.7	41,475	30.4	— 16.0	16.06	20.41
Lumber products: (3) 27%	52	4,035	60.4	— 5.2	— 21.0	87,103	57.3	— 17.2	21.59	19.30
Lumber and planing mills.....	16	784	33.8	— 1.8	— 54.1	16,204	31.9	— 6.3	20.67	19.68
Furniture.....	30	2,428	72.6	— 7.9	— 1.2	57,210	70.6	— 24.7	23.56	20.42
Wooden boxes.....	6	823	62.6	— 0.0	— 13.4	13,689	53.8	— 4.9	16.63	15.85
Chemical products: (5) 47%	56	11,109	87.6	— 3.7	— 7.4	288,628	81.7	— 2.3	25.98	25.62
Chemicals and drugs.....	33	1,053	62.7	— 1.1	— 5.1	27,685	58.4	— 1.4	26.29	26.88
Coke.....	3	1,918	65.1	— 3.8	— 25.3	34,142	36.8	— 14.4	17.80	19.94
Explosives.....	3	506	78.6	— 2.7	— 3.9	12,431	88.9	— 6.7	24.57	22.41
Paints and varnishes.....	11	1,293	86.4	— 6.0	— 7.7	28,521	76.5	— 4.3	22.06	21.68
Petroleum refining.....	6	6,339	127.5	— 3.8	— 1.2	185,849	130.3	— 0.1	29.32	28.21
Leather and rubber products: (4) 46%	45	10,622	96.9	— 2.5	— 1.8	231,600	93.9	— 5.9	21.80	21.06
Leather tanning.....	17	5,637	102.7	— 2.0	— 7.1	137,803	97.2	— 4.5	24.45	23.79
Shoes.....	17	3,436	97.5	— 4.5	— 5.0	52,851	89.9	— 21.8	15.38	13.07
Leather products, other.....	7	673	84.9	— 1.6	— 8.4	15,417	83.3	— 9.3	22.91	25.68
Rubber tires and goods.....	4	876	89.8	— 0.2	— 0.6	25,529	106.5	— 4.0	29.14	30.32
Paper and printing: (3) 30%	65	12,128	90.0	— 0.3	— 7.6	345,033	85.7	— 1.5	28.45	28.16
Paper and wood pulp.....	13	3,739	80.5	— 2.8	— 5.5	86,699	67.9	— 2.9	23.19	23.19
Paper boxes and bags.....	10	926	76.3	— 0.7	— 13.5	14,528	75.8	— 7.2	15.69	14.63
Printing and publishing.....	42	7,463	95.1	— 0.7	— 6.8	243,806	93.4	— 1.0	32.67	32.19



# EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Aug. 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Aug. 15, 1931	Index Numbers 1923-1925 = 100		Aug. 15, 1931	July 15, 1931	
			Aug., 1931	Per cent change compared with			Aug., 1931	July, 1931			
				July, 1931	Aug., 1930						
Anthracite coal mining <sup>2</sup> 80%	159	92,099	65.5	+ 3.3	-19.8	2,205,777	47.8	+ 4.8	-29.9	23.95	23.59
Bituminous coal mining <sup>3</sup> 22%	404	55,252	75.0	- 0.1	-13.2	883,977	47.4	- 3.7	-34.1	16.00	16.70
Building and contracting 5%	59	4,467	84.9	+ 7.9	-25.5	103,075	62.1	+ 5.1	-37.8	23.07	24.23
Road building—State Highways <sup>4</sup> 100%	8 Div.	19,257	.....	+ 0.3	-27.6	.....	.....	.....	.....	.....	.....
Construction.....	8 Div.	7,028	.....	-16.1	-58.8	.....	.....	.....	.....	.....	.....
Maintenance.....	8 Div.	12,229	.....	+13.1	+28.2	.....	.....	.....	.....	.....	.....
Street railways 55%	5	13,043	77.1	- 1.4	- 7.0	410,033	75.2	- 1.6	- 4.2	31.44	31.46
Retail trade 20%	68	23,823	84.1	- 1.3	- 3.4	.....	.....	.....	.....	.....	.....
Wholesale trade 12%	80	3,810	90.0	+ 0.1	- 1.1	.....	.....	.....	.....	.....	.....

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

<sup>2</sup>Anthracite figures are from the Anthracite Bureau of Information.

<sup>3</sup>Bituminous figures are from the U. S. Bureau of Labor Statistics. (Chain index—January, 1929 = 100)

<sup>4</sup>Data as of September 1, 1931, Department of Highways report.

## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Aug. 15, 1931	Total Weekly Wages Week Ended Aug. 15, 1931	Total Weekly Employe Hours		Average Hourly Earnings	
				Aug. 15, 1931	July 15, 1931	Aug. 15, 1931	July 15, 1931
ALL MANUFACTURING INDUSTRIES: (48).....	582	190,078	\$3,901,236	7,018,034	6,888,987	\$ .556	\$ .559
Metal products:	205	103,165	2,109,358	3,474,972	3,456,617	.607	.613
Blast furnaces.....	10	1,310	29,245	48,738	53,489	.600	.587
Steel works and rolling mills.....	38	47,977	951,926	1,499,242	1,583,738	.635	.639
Iron and steel forgings.....	9	1,121	21,247	38,361	39,380	.554	.545
Structural iron work.....	8	2,805	64,324	104,598	111,701	.615	.606
Steam and hot water heating appliances.....	13	2,425	45,401	78,890	86,766	.575	.575
Stoves and furnaces.....	3	120	2,272	3,345	3,259	.679	.675
Foundries.....	30	5,273	88,921	151,070	155,886	.589	.583
Machinery and parts.....	37	6,401	124,075	211,261	226,058	.587	.593
Electrical apparatus.....	21	27,848	627,626	1,051,541	913,998	.597	.609
Engines and pumps.....	10	1,733	33,180	54,777	55,554	.606	.648
Hardware and tools.....	15	3,737	67,340	135,228	131,683	.498	.47
Brass and bronze products.....	11	2,415	53,801	97,921	95,105	.549	.559
Transportation equipment:	29	13,634	257,728	424,899	429,101	.607	.613
Automobiles.....	4	2,546	37,186	58,670	83,166	.634	.594
Automobile bodies and parts.....	8	3,462	89,334	142,006	96,289	.629	.595
Locomotives and cars.....	9	4,454	80,346	147,691	144,593	.544	.581
Railroad repair shops.....	4	1,512	24,634	35,079	44,460	.702	.709
Shipbuilding.....	4	1,660	26,228	41,453	60,593	.633	.653
Textile products:	101	32,089	561,548	1,295,215	1,183,710	.434	.421
Cotton goods.....	11	1,578	35,466	73,103	71,796	.485	.462
Woolens and worsteds.....	7	1,687	38,842	80,830	73,588	.481	.482
Silk goods.....	31	11,847	193,599	514,628	459,215	.476	.370
Textile dyeing and finishing.....	8	899	20,673	40,803	31,131	.507	.493
Carpets and rugs.....	6	1,941	40,046	79,227	74,888	.505	.507
Hosiery.....	16	10,021	174,275	326,735	314,262	.533	.492
Knit goods, other.....	10	1,822	28,909	75,088	73,042	.385	.380
Men's clothing.....	3	185	1,806	6,310	8,352	.286	.280
Women's clothing.....	6	1,071	12,394	50,537	35,135	.245	.270
Shirts and furnishings.....	3	1,038	15,538	47,954	42,301	.324	.335

## EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Aug. 15, 1931	Total Weekly Wages Week Ended Aug. 15, 1931	Total Weekly Employe Hours		Average Hourly Earnings Week Ended	
				Aug. 15, 1931	July 15, 1931	Aug. 15, 1931	July 15, 1931
Foods and tobacco:	54	8,568	\$ 179,734	397,079	406,346	\$ .453	\$ .452
Bread and bakery products.....	21	2,104	49,198	105,185	106,341	.468	.473
Confectionery.....	7	2,064	34,748	79,725	81,864	.436	.440
Ice cream.....	8	961	29,330	56,326	61,262	.521	.526
Meat packing.....	9	1,069	28,307	53,791	53,352	.530	.538
Cigars and tobacco.....	9	2,370	38,151	102,052	103,527	.374	.358
Stone, clay and glass products:	44	8,315	157,498	301,051	318,922	.523	.534
Brick, tile and pottery.....	22	2,770	45,872	92,764	93,064	.495	.490
Cement.....	10	3,632	81,533	153,650	150,410	.531	.535
Glass.....	12	1,913	30,093	54,637	75,418	.551	.584
Lumber products:	46	3,181	73,077	136,672	115,397	.535	.524
Lumber and planing mills.....	13	533	12,665	25,021	23,786	.506	.495
Furniture.....	29	2,215	52,565	94,448	76,180	.557	.544
Wooden boxes.....	4	433	7,847	17,203	15,431	.456	.471
Chemical products:	24	7,768	216,763	371,399	381,659	.584	.572
Chemicals and drugs.....	10	601	16,870	33,524	34,298	.503	.504
Paints and varnishes.....	9	1,257	27,855	54,296	58,082	.513	.494
Petroleum refining.....	5	5,910	172,038	283,579	289,279	.607	.595
Leather and rubber products:	30	5,675	128,925	273,101	261,382	.472	.482
Leather tanning.....	9	2,206	58,687	110,209	108,019	.533	.529
Shoes.....	11	1,984	30,234	92,437	78,619	.327	.301
Leather products, other.....	6	609	14,475	26,685	29,490	.542	.547
Rubber tires and goods.....	4	876	25,529	43,770	45,254	.583	.588
Paper and printing:	49	7,683	216,605	343,646	335,853	.630	.626
Paper and wood pulp.....	9	2,940	73,346	138,173	126,421	.531	.540
Paper boxes and bags.....	7	547	9,039	24,501	24,284	.369	.354
Printing and publishing.....	33	4,196	134,220	180,972	185,148	.742	.722
Building and contracting.....	43	3,767	83,221	156,006	146,730	.533	.533

Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—CITY AREAS<sup>1</sup>

CITY AREA	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Aug. 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Aug. 15, 1931	Index Numbers 1923-1925 = 100		Week Ended		
			Per cent change compared with		Per cent change compared with						
			Aug., 1931	July, 1931			Aug., 1930	Aug., 1931			July, 1931
Allentown—Bethlehem—Easton.....	76	19,743 <sup>3</sup> / <sub>8</sub>	59.7	— 0.7	—24.8	\$ 438,395	48.3	+ 0.8	—37.3	\$22.21	\$21.86
Altoona.....	14	2,180	73.9	— 1.3	— 6.6	37,753	60.4	+ 3.4	—23.4	17.32	16.49
Erie.....	23	7,770	79.3	— 3.1	—20.9	177,608	63.9	— 7.1	—33.9	22.86	23.87
Harrisburg.....	33	7,742	67.3	— 0.1	—26.4	146,395	52.4	+ 1.9	—39.6	18.91	18.51
Hazleton—Pottsville.....	19	3,076	75.2	+ 7.6	—12.8	56,767	71.7	+14.4	—18.7	18.45	17.36
Johnstown.....	15	5,140	49.0	+ 6.8	—36.4	152,733	42.4	+ 7.6	—35.3	29.71	29.55
Lancaster.....	29	4,659	72.4	— 4.6	— 3.0	93,088	63.8	+ 3.1	+ 1.1	19.98	18.47
New Castle.....	11	3,185	44.2	— 0.5	—38.7	62,384	29.7	— 7.8	—54.7	19.59	21.18
Philadelphia.....	246	82,161	80.5	+ 3.9	—13.2	1,958,172	73.8	+ 8.2	—21.2	23.83	22.92
Pittsburgh.....	90	58,275	63.3	— 1.4	—20.2	1,032,415	40.3	— 6.1	—47.6	17.72	18.65
Reading—Lebanon.....	67	20,823	78.8	— 0.8	—10.1	345,896	53.3	— 7.9	—23.6	16.61	17.96
Scranton.....	36	4,667	62.9	— 1.1	— 2.5	80,178	60.2	+ 7.1	— 9.3	17.18	17.52
Sunbury.....	24	7,201	67.4	+ 3.9	—12.5	117,626	52.5	+ 9.6	—27.2	16.32	15.50
Wilkes-Barre.....	24	5,786	86.9	— 3.1	— 4.0	80,181	69.6	—10.3	—17.8	13.86	14.97
Williamsport.....	25	3,935	66.5	— 4.5	+11.4	63,318	48.2	—13.8	—13.0	16.09	17.62
York.....	48	5,611	84.8	+ 1.7	—10.8	98,264	70.3	+ 2.8	—20.3	17.51	17.36

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

## ACCIDENTS IN INDUSTRY SHOW DECREASE IN AUGUST

Reports of 122 fatal and 9,185 non-fatal accidents were received at the Bureau of Workmen's Compensation during August as compared with 152 fatal accidents and 12,380 non-fatal accidents reported in August, last year, a decrease of 19.7 per cent in fatalities and 25.8 per cent in non-fatal injuries. In comparison with July, 1931, fatalities in August show a 4.7 per cent drop, and non-fatal injuries a decrease of 6.1 per cent.

All industry groups except anthracite and bituminous coal mining, state and municipal work, and miscellaneous industries show reductions in fatal accidents in August in comparison to totals for July. Increasing operations in both the anthracite and bituminous mines probably account for the increase in fatalities in the coal mining industry during August. Anthracite coal mines reported 35 deaths from accident in August, an increase of 13, while fatalities in the bituminous mines numbered 21, or 2 more than in July. Thirteen fatal accidents in state and municipal employment were reported in August, an increase of 2 over July. Fatal accidents in the miscellaneous industries group numbered 7 in August as compared with 5 in July. Manufacturing industries, public utilities, and construction and contracting reported gratifying reductions in fatal accidents in August. Manufacturing industries reported 14 fatalities, or 9 less than in July; public utilities reported 2 deaths, a reduction of 6 as compared with July; and construction and contracting reported 13 deaths in August as compared with 17 in July. August fatality totals for other industry groups were as follows: quarries 3, the same number as in July; transportation 9, a reduction of 3; and trading 5, a decrease of 3. No fatal accidents were reported from the hotel and restaurant group in either July or August.

The increasing number of industrial fatalities due to motor vehicle accidents is a matter of grave concern, and merits the close attention of safety engineers and public officials. In August, motor vehicles were second only to falling objects as the highest cause of death to Pennsylvania industrial workers. Deaths of 20 workers from motor vehicle accidents were reported to the Bureau of Workmen's Compensation during August, including 7 employees of the state and municipal governments. Motor vehicle accidents involving workers ordinarily occur in much the same manner as similar accidents involving the general public, yet the special circumstances of employment such as traffic direction and control and motor patrol, loading and unloading in congested areas and under perilous circumstances such as in excavation work, and the weight and size of the commercial vehicles as compared with private automobiles appear to identify motor vehicle accidents to workers as a somewhat different problem



from that of motor vehicle accidents affecting the general public. This in a measure is shown by the following brief descriptions of the causes of the 20 motor vehicle fatalities to workers reported during August:

1. A laborer employed by a retail coal and lumber company fell from a truck while helping to load it with lumber.
2. An oil truck crashed into a house and overturned when the driver lost control of the machine.
3. The chauffeur of a grocery supply truck was killed when an interstate bus forced his machine off the highway.
4. A borough policeman was thrown from his motorcycle while pursuing a traffic law violator.
5. While grading a township road, the blades of a grader caught on a stone as it was being towed by a truck, the sudden jerk throwing the driver forward on the wheels of the grader and fatally injuring him.
6. A city policeman was killed while driving his automobile when a car cut in on him, caught the rear wheel, and caused the machine to strike a telegraph pole.
7. While supervising the scraping of a road, a state employe was struck by a passing motorist.
8. A laborer was killed by an automobile while directing traffic on a street that was being repaired.
9. The driver of a state highway truck was fatally injured when a train hit his machine at a grade crossing.
10. A laborer employed by a construction firm was jolted from the running-board of a truck loaded with cement, the left rear wheel passing over his body.
11. A laborer employed by a city garbage collection company slipped while running to jump aboard a truck, the wheels of which passed over his body.
12. A garage mechanic was fatally burned when the gasoline tank of a truck exploded as it was being filled.
13. The chauffeur of a 2½ ton truck attempted to crank his machine while it was in gear, the machine moving forward and pinning him against a steel pillar.
14. Failing to see a truck with a trailer parked along the road, the driver of a motor express truck drove his machine into the rear end of the trailer, wrecking his machine and fatally injuring himself.
15. The driver of a tractor was removing a stump from a golf course, when the front end of the tractor raised up and turned completely over, catching the driver underneath.

There is no other type of industrial accident so difficult to control as that involved in the use of motor vehicles. The problem is largely a personal one. The safeguarding of the motor vehicle itself through regular inspection and repair is fairly simple, but the safe operation of the vehicle is dependent upon the qualifications of the operator. Intelligence, judgment, and experience are the best known safeguards for the operator.

Other causes involving the deaths of five or more workers in August were falling objects, 38; cars and engines, 17; falls of persons, 10; electricity, 7; cranes and derricks, 7; miscellaneous, 6; explosive substances, 5; and working machinery and processes, 5.

The accident totals for the three main divisions of industry for the first eight months of 1931 as compared with totals for the corresponding period in 1930 follow:

#### ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

INDUSTRY	Eight Months, 1931		Eight Months, 1930		Per Cent Increase or Decrease in 1931	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
General industrial.....	472	45,654	560	62,339	-15.7	-26.7
Coal mining.....	460	25,582	551	30,458	-16.5	-16.0
Transportation and public utilities....	108	3,277	96	4,998	-12.5	-34.4
<b>TOTAL.....</b>	<b>1,040</b>	<b>74,513</b>	<b>1,207</b>	<b>97,795</b>	<b>-13.8</b>	<b>-23.8</b>

#### COMPENSATION

Compensation agreements were approved by the Bureau of Workmen's Compensation in 6,060 cases during August involving payments to injured workers, or to the dependents of those fatally injured, in the amount of \$1,171,074. This amount was apportioned over the various classes of disability as follows:

109 fatal cases.....	\$404,296
317 permanent disability cases.....	386,047
5,634 temporary disability cases.....	380,731

The 317 cases of permanent disability compensated during August included awards for the loss, or loss of use of, 44 eyes, 4 arms, 24 hands, 126 fingers, 79 part fingers, 15 legs, and 13 feet. Awards also were made in 34 cases for facial disfigurement, in 23 cases for miscellaneous permanent partial disability, and in 8 cases for miscellaneous permanent total disability.

Three cases of double eye loss and one case of double hand loss were included among the permanent injury cases compensated in August. The victim of the double hand loss was an electrician who accidentally came into contact with a live wire carrying a current of 1,100 volts while inspecting the insulation in a distributing box in a State institution. One victim of a double eye loss was an

anthracite miner injured by a premature blast. A laborer in a paper mill suffered the loss of both eyes while knocking hard smelt off the bottom of a smelter trough over a dissolving tank, the smelt dropping into the tank and splashing hot liquor into his eyes. The third victim of a double eye loss was the foreman for an asphalt paving company, who was blinded when cement dust blew into his eyes while covering a newly laid section of pavement before a storm.

The average severity of injuries for the 5,634 temporary disability cases compensated during August was the same as the average for July, an average time loss of 41.0 days. The average length of disability for all temporary injury cases compensated during the first eight months of 1931 was 42.1 days as compared with an average of 42.9 days for the temporary disability cases compensated during the first eight months of 1930.

Compensation totaling \$9,972,360 was awarded to injured workers, or to the dependents of those fatally injured, during the first eight months of 1931 as compared to compensation awards amounting to \$10,715,658 for the first eight months of 1930, a decline in 1931 of \$743,298, or 6.9 per cent.

**INDUSTRIAL ACCIDENT FREQUENCY FOR AUGUST, 1931, BY COUNTY**  
**Juniata County Shows the Lowest Industrial Accident Frequency for August,**  
**and Cameron County the Highest**

COUNTY <sup>1</sup>	Number of Accidents Reported		Rate of Accidents per 1,000 of Working Population <sup>2</sup>		Comparative Rank of Low Accident Frequency
	Fatal	Non-fatal	August, 1931	Equivalent Annual Rate	
All Counties (67)—Total.....	122	9,185	2.50	29.44	..
Adams.....	..	24	1.76	20.72	19
Allegheny.....	12	1,322	2.48	29.20	35
Armstrong.....	1	98	3.84	45.21	54
Beaver.....	1	100	1.89	22.25	22
Bedford.....	2	30	2.75	32.38	37
Berks.....	2	187	1.90	22.37	23
Blair.....	..	69	1.44	16.95	8
Bradford.....	..	28	1.57	18.49	12
Bucks.....	..	63	1.65	19.43	13
Butler.....	1	63	2.37	27.90	32
Cambria.....	5	257	4.00	47.10	57
Cameron.....	..	16	8.54	100.55	67
Carbon.....	2	65	3.09	36.38	45
Centre.....	1	57	3.51	41.33	50
Chester.....	1	80	1.67	19.66	15
Clarion.....	..	31	2.81	33.09	38
Clearfield.....	..	78	2.89	34.03	39
Clinton.....	..	26	2.39	28.14	33
Columbia.....	1	52	3.08	36.26	43
Crawford.....	1	40	1.75	20.60	18
Cumberland.....	1	42	1.67	19.66	14
Dauphin.....	1	169	2.57	30.26	36
Delaware.....	3	193	1.71	20.13	16
Elk.....	..	76	6.69	78.77	65
Erie.....	..	122	1.83	21.55	21
Fayette.....	3	186	3.08	36.26	44
Forest.....	..	15	8.02	94.43	66
Franklin.....	..	41	1.83	21.55	20
Fulton.....	..	10	3.36	39.56	48
Greene.....	..	51	3.71	43.68	52
Huntingdon.....	1	33	2.47	29.08	34
Indiana.....	..	92	3.91	46.04	56
Jefferson.....	1	57	3.50	41.21	49
Juniata.....	..	2	.43	5.06	1
Lackawanna.....	9	603	5.42	63.82	63
Lancaster.....	4	161	2.10	24.73	29
Lawrence.....	..	42	1.25	14.72	6
Lebanon.....	3	49	1.95	22.96	25
Lehigh.....	..	81	1.17	13.78	5
Luzerne.....	16	782	5.04	59.34	61
Lycoming.....	1	80	2.25	26.46	30
McKean.....	..	69	3.29	38.74	47
Mercer.....	1	45	1.33	16.30	7
Mifflin.....	..	34	2.30	27.08	31
Monroe.....	1	63	5.84	68.76	64
Montgomery.....	2	208	1.96	23.08	26
Montour.....	..	4	.80	9.42	4
Northampton.....	3	109	1.72	20.25	17
Northumberland.....	9	190	4.41	51.92	58
Perry.....	..	11	1.51	17.78	9
Philadelphia.....	10	1,344	1.52	17.90	10
Pike.....	..	14	4.59	54.04	59
Potter.....	..	19	2.96	35.17	41
Schuylkill.....	7	421	5.17	60.87	62
Snyder.....	..	5	.76	8.95	2
Somerset.....	3	119	4.84	56.99	60
Sullivan.....	..	2	.77	9.07	3
Susquehanna.....	..	25	2.08	24.49	28
Tioga.....	1	42	3.86	45.45	55
Union.....	1	9	1.55	18.25	11
Venango.....	..	44	2.02	23.78	27
Warren.....	..	46	2.97	34.97	40
Washington.....	3	257	3.76	44.27	53
Wayne.....	..	38	3.56	41.92	51
Westmoreland.....	5	307	3.20	37.68	46
Wyoming.....	..	16	3.02	35.56	42
York.....	1	131	1.91	22.49	24
Out of State.....	2	40	....	....	..

<sup>1</sup>Counties having an accident rate higher than the average for all counties are printed in red.

<sup>2</sup>Rate is of accidents in all industries including the coal mining and transportation and public utility industries.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
ACCIDENT REPORTS RECEIVED

1931	Total		General Industrial		Coal Mining		Transportation and Public Utilities	
	Total	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal
TOTAL—Eight Months, 1931.....	75,553	1,040	74,513	472	45,654	460	25,582	108
January.....	10,767	153	10,614	59	6,237	75	3,864	19
February.....	9,044	117	8,927	47	5,116	55	3,429	15
March.....	9,219	128	9,091	59	5,254	61	3,445	8
April.....	9,198	122	9,076	51	5,504	59	3,190	12
May.....	9,075	142	8,933	74	5,503	58	3,091	10
June.....	9,026	128	8,898	60	5,509	55	2,987	13
July.....	9,917	128	9,789	67	6,602	41	2,767	20
August.....	9,307	122	9,185	55	5,929	56	2,809	11
TOTAL—Eight Months, 1930.....	99,002	1,207	97,795	560	62,339	551	30,458	96
GRAND TOTAL.....	2,717,191	35,715	2,681,476	15,333	1,695,969	15,100	761,863	5,282
								223,644

<sup>1</sup>Since the inception of the Act—January 1, 1916.



AGREEMENTS APPROVED BY THE BUREAU OF WORKMEN'S COMPENSATION

1931	Total	Fatal	Permanent Disability	Temporary Disability
TOTAL—Eight Months, 1931.....	49,644	1,120	2,421	46,103
January.....	7,804	134	373	7,297
February.....	6,829	192	296	6,341
March.....	6,124	151	333	5,640
April.....	7,193	150	318	6,725
May.....	4,743	99	261	4,380
June.....	5,565	156	281	5,128
July.....	5,326	129	239	4,958
August.....	6,060	109	317	5,634
TOTAL—Eight Months, 1930.....	58,461	1,157	2,214	55,090
GRAND TOTAL <sup>1</sup> .....	1,147,719	30,178	36,688	1,080,853

<sup>1</sup>Since the inception of the Act—January 1, 1916.

## COMPENSATION AWARDED AND PAID

	AWARDED				PAID			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
1931								
TOTAL—Eight Months, 1931.....	\$ 9,972,360	\$ 3,648,703	\$ 3,062,758	\$ 3,260,899	\$ 9,227,670	\$ 2,880,341	\$ 3,086,430	\$ 3,260,899
January.....	1,372,470	435,014	457,217	480,239	1,249,971	339,481	430,251	480,239
February.....	1,361,529	533,737	368,450	459,342	1,134,901	297,335	378,224	459,342
March.....	1,349,202	512,483	419,075	417,644	1,165,208	370,828	376,736	417,644
April.....	1,402,269	541,415	383,012	477,842	1,206,031	348,815	379,374	477,842
May.....	981,615	293,981	350,002	337,632	1,115,682	402,280	375,770	337,632
June.....	1,229,229	486,154	380,851	362,224	1,134,993	381,271	391,498	362,224
July.....	1,104,972	441,623	318,104	345,245	1,109,726	388,650	375,831	345,245
August.....	1,171,074	404,296	386,047	380,731	1,111,158	351,681	378,746	380,731
TOTAL—Eight Months, 1930.....	\$ 10,715,658	\$ 4,021,609	\$ 2,498,061	\$ 4,195,988	\$ 9,219,533	\$ 2,582,282	\$ 2,441,263	\$ 4,195,988
GRAND TOTAL <sup>1</sup> ..	\$192,204,566	\$87,495,180	\$42,300,136	\$62,409,250	\$142,994,113	\$43,341,682	\$37,243,181	\$64,409,250

<sup>1</sup>Since the inception of the Act—January 1, 1916.

**COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION  
PERMANENT INJURIES<sup>2</sup>**

1931	Loss of Eyes		Loss of Arms		Loss of Hands		Loss of Fingers		Loss of Phalanges	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Eight Months, 1931..	331	\$ 601,160	58	\$ 163,397	151	\$ 359,593	968	\$ 382,015	614	\$ 142,362
January.....	55	101,049	10	29,551	29	69,846	146	58,582	91	21,612
February.....	35	62,907	12	35,055	18	44,010	115	44,429	80	20,034
March.....	41	73,397	9	27,640	19	45,128	126	52,135	96	21,486
April.....	35	60,104	6	13,769	16	37,114	99	38,342	96	21,769
May.....	46	84,504	8	21,611	17	40,202	114	45,580	57	13,001
June.....	37	64,132	5	14,599	19	39,805	133	52,075	65	14,682
July.....	38	73,942	4	11,592	9	23,657	109	41,409	50	12,724
August.....	44	81,125	4	9,580	24	59,831	126	49,463	79	17,054
TOTAL—Eight Months, 1930	312	\$ 571,874	59	\$ 169,247	136	\$ 335,914	969	\$ 402,097	744	\$ 170,123
GRAND TOTAL <sup>1</sup> .....	8,950	\$13,142,833	1,191	\$2,808,192	3,628	\$6,988,932	12,310	\$4,572,223	9,703	\$1,982,542

<sup>1</sup>Since the inception of the Act—January 1, 1916.

<sup>2</sup>Multiple losses separated respectively.

PERMANENT INJURIES<sup>2</sup>—(Concluded)

1931	Miscellaneous									
	Loss of Legs		Loss of Feet		Facial Disfigurement		Per Total Dis.		Per Par. Dis. <sup>3</sup>	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Eight Months, 1931..	124	\$ 350,234	132	\$ 275,588	212	\$ 69,142	84	\$ 430,356	129	\$288,911
January.....	12	36,300	18	37,558	22	6,748	9	47,525	22	48,446
February.....	16	37,778	19	37,971	33	9,105	10	52,068	12	25,093
March.....	22	60,759	20	43,772	31	15,011	8	45,102	17	34,645
April.....	21	59,949	18	37,668	38	13,582	9	49,228	21	51,487
May.....	10	28,465	11	23,285	17	2,700	11	54,107	13	36,547
June.....	14	42,972	19	37,950	14	2,251	18	89,445	11	22,940
July.....	14	36,402	14	30,073	23	6,349	11	53,992	10	27,964
August.....	15	47,609	13	27,311	34	13,396	8	38,889	23	41,789
TOTAL—Eight Months, 1930	71	\$ 204,690	105	\$ 218,257	108	\$ 55,140	52	\$ 273,442	36	\$ 97,277
GRAND TOTAL.....	1,710	\$4,013,492	2,328	\$4,077,398	1,036	\$505,408	824	\$3,703,390	216	\$505,726

<sup>1</sup>Since the inception of the Act—January 1, 1916.<sup>2</sup>Multiple losses separated respectively.<sup>3</sup>New classification established July 7, 1930.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
DURING AUGUST, 1931

51

CAUSE	Total of All Industries				Construction and Contracting				Coal Mining		Quarrying and Mining other than Coal Mining				Manufacturing																						
					Building Construction				Contracting				Anthracite		Bituminous		Total of Manufacturing Industries				Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and Their Products		Paper and Paper Products and Publishing		Textiles		
	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF			
	122	9,185	2,425	4,321	7,629	35	1,614	21	1,195	3	138	14	2,538	2	139	1	200	151	1,387	70	174	146	1	177													
TOTAL OF ALL CAUSES.....																																					
Working machinery and processes.....	5	632	11	13	1	24	2	29	62	5	1	409	8	15	60	19	45	33	1	1	1	1	51														
Boilers and pressure apparatus.....	21	19	2	5	1	4	2	2	6	2	10	2	2	1	1	1	1	1	1	1	1	1	1														
Pumps and prime movers.....	1	17	1	2	1	2	1	2	10	1	1	10	1	1	3	1	1	1	1	1	1	1	3														
Transmission apparatus.....	1	44	1	3	1	6	8	8	1	12	5	1	45	3	1	3	1	1	1	1	1	1	2														
Elevators and hoists.....	7	140	10	12	2	39	11	5	1	1	1	1	45	5	1	2	2	1	1	1	1	1	2														
Cranes and derricks.....	17	519	1	1	4	5	176	3	221	8	2	29	1	10	3	3	3	2	2	1	1	1	1														
Cars and engines.....	20	432	10	16	3	48	2	2	2	2	2	133	15	8	2	29	2	1	10	5	10	5															
Motor vehicles.....	50	88	7	3	11	5	2	2	2	2	15	39	5	5	7	15	3	2	2	2	3	2	2														
Other vehicles.....	1	6	1	1	1	1	1	1	1	1	1	1	1	1	1	4	3	3	3	3	3	4															
Hand trucks.....	1	2,143	102	87	165	322	219	38	634	30	66	22	111	17	32	37	35	32	37	32	37	35															
Water and air craft.....	2	956	1	47	42	64	166	138	31	250	14	19	15	33	7	34	10	33	37	34	10	8															
Handling objects—by hand.....	7	62	3	2	5	3	14	1	14	4	3	12	1	3	1	1	1	1	1	1	1	1															
Hand tools.....	5	105	3	2	5	3	35	12	17	2	17	1	2	1	3	3	3	3	3	3	3	1															
Electricity.....	1	285	28	10	18	1	10	1	8	2	135	17	17	18	6	16	4	1	1	1	1	5															
Explosive substances.....	38	1,238	30	36	63	21	484	15	338	2	25	165	6	18	3	19	15	4	3	19	15	4															
Hot and corrosive substances.....	10	1,248	90	47	78	1	176	3	85	8	3	357	23	16	22	78	14	22	78	14	22	7															
Falling objects.....	1	631	60	33	49	1	109	42	4	4	152	6	6	10	12	37	4	7	12	37	4	7															
Falls of persons.....	1	549	1	22	1	45	66	36	36	6	108	8	8	7	5	20	1	10	2	1	10	2															
Stepping upon or striking against objects.....																																					
Miscellaneous.....																																					

\*F. = Fatal.  
N. F. = Non-fatal.



ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
DURING AUGUST, 1931—(Concluded)

CAUSE	Manufacturing—(Concluded)										Transportation and Public Utilities			Other Industries																			
	Metals and Metal Products										Other			Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Trading		Wholesale		Retail		State and Municipal		Miscellaneous			
	Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Other		NF		F		NF		NF		NF		NF		NF		NF		NF		
	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	
* F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
TOTAL OF ALL CAUSES.....																																	
Working machinery and processes.....																																	
Boilers and pressure apparatus.....																																	
Pumps and prime movers.....																																	
Transmission apparatus.....																																	
Elevators and hoists.....																																	
Cranes and derricks.....																																	
Cars and engines.....																																	
Motor vehicles.....																																	
Other vehicles.....																																	
Hand trucks.....																																	
Water and air craft.....																																	
Handling objects—by hand.....																																	
Hand tools.....																																	
Electricity.....																																	
Explosive substances.....																																	
Hot and corrosive substances.....																																	
Falling objects.....																																	
Falls of persons.....																																	
Stepping upon or striking against objects.....																																	
Miscellaneous.....																																	

\*F. = Fatal.  
N. F. = Non-fatal.

## FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1927			1928			1929			1930			1931		
	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
January.....	170	14,497	14,667	161	11,975	12,136	161	13,644	13,806	180	14,107	14,287	153	10,614	10,767
February.....	184	13,101	13,285	145	11,912	12,057	137	12,140	12,277	155	11,914	12,069	117	8,927	9,044
March.....	354	27,598	27,952	306	23,887	29,193	298	25,784	26,082	335	26,021	26,356	270	19,811	19,811
April.....	162	14,332	14,494	145	12,539	12,684	195	13,712	13,907	115	12,089	12,204	128	9,091	9,219
May.....	516	41,930	42,446	451	36,426	36,877	493	39,496	39,989	450	38,110	38,560	398	28,632	29,030
June.....	169	12,693	12,862	139	10,928	11,067	151	12,593	12,744	167	11,309	11,476	122	9,076	9,198
July.....	685	54,623	55,308	590	47,354	47,944	644	52,089	52,733	617	49,419	50,036	520	37,708	38,228
August.....	172	12,869	13,041	360	13,041	13,401	179	13,677	13,856	123	12,059	12,183	142	8,933	9,075
September...	857	67,492	68,349	950	60,395	61,345	823	65,766	66,589	741	61,478	62,219	662	46,641	47,303
October.....	185	13,441	13,626	190	12,503	12,693	137	13,679	13,816	139	11,871	12,010	128	8,898	9,026
November...	1,042	80,933	81,975	1,140	72,898	74,038	960	79,445	80,405	880	73,349	74,229	700	55,539	56,239
December...	176	12,538	12,724	138	12,291	12,429	172	13,302	13,474	170	12,066	12,236	128	9,789	9,917
TOTAL.....	1,218	93,481	94,699	1,278	85,189	86,467	1,432	92,747	93,879	1,050	85,415	86,465	918	65,328	66,246
	172	13,660	13,832	175	13,633	13,808	181	16,512	16,693	149	12,380	12,529	122	9,185	9,307
	1,390	107,141	108,531	1,453	98,822	100,275	1,313	109,259	110,572	1,169	97,795	98,994	1,040	74,513	75,553
	160	13,279	13,439	147	12,747	12,894	179	13,590	13,769	164	11,790	11,954			
	1,550	120,420	121,970	1,600	111,569	112,849	1,492	122,849	124,341	1,363	109,585	110,948			
	161	13,564	13,725	167	15,091	15,258	181	15,674	15,855	126	13,048	13,174			
	1,711	133,984	135,695	1,767	126,660	128,427	1,673	138,523	140,196	1,489	122,633	124,122			
	192	13,087	13,279	155	12,763	12,918	162	13,910	14,072	136	10,229	10,365			
	1,903	147,071	148,974	1,922	139,423	140,345	1,835	152,433	152,268	1,625	132,862	134,487			
	150	11,619	11,769	143	11,010	11,153	165	12,224	12,389	130	10,055	10,185			
	2,053	158,690	160,743	2,065	150,433	152,498	2,000	164,657	166,657	1,755	142,917	144,672			

NOTE: The figures in italics represent the cumulative totals by month under each classification.

COMMONWEALTH OF PENNSYLVANIA  
DEPARTMENT OF LABOR AND INDUSTRY  
DIRECTORY OF OFFICES

---

Harrisburg: . . . . . Office of the Secretary,  
Industrial Board,  
Workmen's Compensation Board,  
Bureau of Accounting,  
Bureau of Employment,  
Executive Bureau,  
Bureau of Industrial Relations,  
Bureau of Industrial Standards,  
Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Statistics,  
Bureau of Workmen's Compensation,  
Bureau of Women and Children,  
South Office Building.

---

BRANCH OFFICES

Allentown: . . . . . Lehigh Valley State Employment Office,  
529 Hamilton Street.  
State Workmen's Insurance Fund,  
6 Gerner Building, 838 Hamilton St.

Altoona: . . . . . Cooperative State Employment Office,  
Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Central Trust Building.  
State Workmen's Insurance Fund,  
333 Central Trust Building

DuBois: . . . . . Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Deposit National Bank Building

Erie: . . . . . State Employment Office,  
126 East Eleventh Street.

Franklin: . . . . . State Workmen's Insurance Fund,  
413 Franklin Trust Building

Gaines: . . . . . State Workmen's Insurance Fund.

Greensburg: . . . . . State Workmen's Insurance Fund,  
306 Coulter Building.

- Harrisburg:.....Bureau of Bedding and Upholstery,  
400 North Third Street.  
State Employment Office,  
Second and Chestnut Streets.  
State Workmen's Insurance Fund,  
18-26 South Fourth Street.
- Hazleton:.....Bureau of Inspection,  
713 Hazleton National Bank Building.
- Johnstown:.....Bureau of Inspection,  
427 Swank Building.  
State Employment Office,  
219 Market Street.  
State Workmen's Insurance Fund,  
1005 U. S. National Bank Building.
- Kane:.....Workmen's Compensation Referee,  
Kane Trust and Savings Building.  
Bureau of Inspection,  
Fraley and Field Streets.
- Lancaster:.....Cooperative State Employment Office,  
Y. M. C. A. Building.  
Bureau of Inspection  
Workmen's Compensation Referee,  
Woolworth Building.
- Lock Haven:.....State Workmen's Insurance Fund,  
214 Vesper Street.
- New Castle:.....Cooperative State Employment Office,  
Y. M. C. A. Building,  
West Washington Street.
- Oil City:.....Cooperative State Employment Office,  
Y. M. C. A. Building.
- Philadelphia:.....State Employment Office (Main Office),  
Bureau of Rehabilitation,  
Steele Building, Fifteenth and Cherry Streets.  
Bureau of Inspection,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,  
Workmen's Compensation Board,  
Bureau of Women and Children,  
State Workmen's Insurance Fund,  
Bureau of Bedding and Upholstery,  
Market Street National Bank Building, 11th Floor,  
Market and Juniper Streets.
- Pittsburgh:.....Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,

	Bureau of Industrial Relations, Fulton Building. State Employment Office, 622 Grant Street. State Workmen's Insurance Fund, 904 Park Building.
Pottsville: . . . . .	Bureau of Rehabilitation, Workmen's Compensation Referee, Thompson Building. State Workmen's Insurance Fund, Baird Building.
Reading: . . . . .	State Employment Office, 24 North Sixth Street.
Scranton: . . . . .	State Employment Office, Linden Street and Madison Avenue. Bureau of Inspection, Workmen's Compensation Referee, State Workmen's Insurance Fund, 418 Union National Bank Building.
Sunbury: . . . . .	State Workmen's Insurance Fund, 9 Witmer Building.
Towanda: . . . . .	State Workmen's Insurance Fund, 216 Poplar Street.
Uniontown: . . . . .	Workmen's Compensation Referee, Blackstone Building.
Upper Darby: . . . . .	Bureau of Inspection, 6908 Market Street.
Wilkes-Barre: . . . . .	Bureau of Rehabilitation, Workmen's Compensation Referee, State Workmen's Insurance Fund, Coal Exchange Building
Williamsport: . . . . .	Bureau of Inspection, Workmen's Compensation Referee, Heyman Building. Cooperative State Employment Office, Y. M. C. A. Building, 343 West Fourth Street.
York: . . . . .	Bureau of Workmen's Compensation, Central National Bank Building. State Workmen's Insurance Fund, 917 Wayne Avenue.

NOTE:—State Employment Offices are conducted in cooperation with the United States Employment Service.



# LABOR AND INDUSTRY

*Published monthly by*

DEPARTMENT OF LABOR AND INDUSTRY  
COMMONWEALTH OF PENNSYLVANIA

A. M. NORTHRUP, M. D., *Secretary*

EPPIE REIMENSNYDER, *Editor*

---

Vol. XVIII

NOVEMBER, 1931

No. 11

---

## Contents

	<i>Page</i>
The Coal Miner and His Family in Strike Times of 1931 . . . . .	3
<i>ELIZABETH S. JOHNSON, Department of Labor and Industry.</i>	
Review of Industrial Statistics . . . . .	27
<i>WILLIAM J. MAGUIRE, Director, Bureau of Statistics.</i>	
The National Safety Council Congress . . . . .	53
Local Industries Advertise Safety Drive . . . . .	54
They Put Safety First . . . . .	56
Specimens Requested for Benzol Poisoning Tests . . . . .	59
Industrial Board . . . . .	60

DEPARTMENT OF LABOR AND INDUSTRY

A. M. NORTHRUP, M. D., *Secretary*  
CHARLOTTE E. CARR, *Deputy Secretary*

---

BUREAU OF INSPECTION

HARRY D. IMMEL, *Director*  
T. J. GOULD, *Assistant Director*

---

BUREAU OF WORKMEN'S COMPENSATION

W. H. HORNER, *Director*  
M. G. LEHMAN, *Assistant Director*

---

BUREAU OF REHABILITATION

MARK M. WALTER, *Director*

---

BUREAU OF EMPLOYMENT

S. S. RIDDLE, *Director*

---

BUREAU OF INDUSTRIAL STANDARDS

JOHN CAMPBELL, *Director*  
S. W. HOMAN, *Assistant Director*

---

BUREAU OF INDUSTRIAL RELATIONS

AMBROSE LANGAN, *Director*

---

BUREAU OF STATISTICS

WILLIAM J. MAGUIRE, *Director*  
TOLBERT C. K. SMEE, *Assistant Director*

---

BUREAU OF WOMEN AND CHILDREN

BEATRICE MCCONNELL, *Director*

---

BUREAU OF BEDDING AND UPHOLSTERY

M. P. FREDERICK, *Director*  
FRED W. WYBLE, *Assistant Director*

---

BUREAU OF ACCOUNTING

IVAN L. MEASE, *Director*

---

INDUSTRIAL BOARD

A. M. NORTHRUP, M. D., *Chairman*  
JOHN A. PHILLIPS  
MRS. GEORGE B. WOOD

WILLIAM B. RODGERS  
JAMES A. ARNOLD, *Secretary*

---

WORKMEN'S COMPENSATION BOARD

A. M. NORTHRUP, M. D., *ex-Officio*  
ARTHUR C. DALE, *Chairman*  
EDWARD J. HUNTER

WILLIAM J. BURCHINAL  
J. C. DETWEILER, *Secretary*

---

STATE WORKMEN'S INSURANCE BOARD

A. M. NORTHRUP, M. D., *Chairman*  
CHARLES F. ARMSTRONG, *Insurance Commissioner*

EDWARD MARTIN, *State Treasurer*

---

STATE WORKMEN'S INSURANCE FUND

W. JACK STITELER, JR., *Manager*

# THE COAL MINER AND HIS FAMILY IN STRIKE TIMES OF 1931

BY ELIZABETH S. JOHNSON,

*This article is an abstract of a study made by the Department of Labor and Industry at the direction of Governor Pinchot. It is one of several reports made to the Governor and to the Department in connection with the strike in the coal fields in the Pittsburgh area in the summer of 1931.—Editor.*

The investigation, the results of which are reported in brief here, was not made as a study of the problems of the coal industry, but as a study of the coal miners and their families as human beings in a particular economic setting—a study of standards of living and social attitude produced by the economic status of the miners.

Two localities in Washington County were selected to include families under a variety of circumstances. One locality was a company town in which the men were at work during the strike, and the other a community not owned by a coal company. It was the opinion of informed local citizens that the communities selected were generally representative of the larger region of the soft coal industry and were certainly not worse off than similar coal mining communities. In this abstract the names of the miners' families and of the communities are omitted.

Altogether 144 families were visited in these two localities. The families were selected to include men who had had jobs either at the time the strike was called or since, and in whose families there were children under 16 years of age. This excluded several families in which miners were totally unemployed during the winter, 1930-1931. Ninety-eight of the families interviewed were living in independent settlements and forty-six in the company town. In the independent locality some twenty-two of the families had recently been evicted from nearby company towns.

The investigation was conducted between July 29 and August 23, 1931, which was about two months after the strike had been called in the localities visited and about five weeks after one company's dead line for taking back their old workers. At the time of the investigation the strike was on the wane and the mines were fully manned, but it was still the most important economic element in the locality.

## Nationality and Race:

One-third of the fathers, the wage earning heads of the 144 families, were born in the United States, leaving two-thirds foreign born. In the one company town, four-fifths of the native born interviewed were colored. The nationalities of the foreign born groups represented were in about

equal numbers, Lithuanian, Polish, Czecho-Slovakian, and Italian. Five were Russian born. Almost none of the foreign-born families had been in the United States for less than fifteen years. One-third of the families included seven or more persons. The average size was five.

### Union Background:

There were marked differences in the trade union background of the families interviewed in the independent localities and in the company towns. Practically all of the families in the independent localities had had experience before the strike of 1927 with the United Mine Workers of America of the American Federation of Labor. In the company towns only half of the families had had any experience with the union, and most of these were the white workers.

### FINANCIAL CONDITIONS

The criterion of a working family's economic status is: First, has the father a job? Next, are there any resources other than the job? Finally, how well do they manage to live on whatever they do have?

Of 144 family bread winners, sixty were without a job and twenty-two of these had been evicted from company houses. Eighty-four of the family bread winners had jobs. All of the people living in company towns had jobs.

### Earnings:

"The poorest workers are the ones who went on strike and joined the picket line and are now the ones who can't get back to work." This statement is born out by the figures on earnings gathered in this study. An estimate of the father's average earnings when working was secured from the families of the independent locality, both from the families with jobs and from those without, to show what the employed families were living on and to show what the unemployed families had had to live on before the strike.

The median earnings for an average half month were \$38 for the fathers of the families who had mine jobs at the time of the interview. This was higher than the average of \$24.50 prior to the strike for the men who had gone on strike and not got back to work. This difference is largely accounted for in the fact that most of the men who had gone on strike and taken an active part in it were loaders, the largest and lowest paid group of mine workers, and had joined the strike just because they were making so little to live on. Compiled figures on the earnings of workers in a large number of the mines that went on strike, show just prior to the strike, an

average of \$24.77 for a half month for loaders.\* The compiled figures give the median earnings of all occupations in strike mines as \$27.44 and for workers in mines that did not go out on strike as \$51.24.

Some of the families had wage earners besides the fathers. The thirty-eight families with work, who reported on the subject, reported sixteen additional wage earners. Usually this was an older son working in the mine. In only two of the sixty families, whose fathers did not have jobs, were any wage earners employed at the time of the interview. The unemployment in these families was in part because the older sons had engaged in strike activities along with their fathers and found difficulties in getting back to the mine, and in part because the older daughters, who had done housework away from home, had become unemployed during the depression and returned home.

#### **Savings:**

There were almost no money savings among the miners. The seventeen months' strike of 1927-1928 saw the end of the savings in many families, and the reduced wages of the years since made it impossible for any but a few to save. Of the 135 families reporting on this question, less than one-tenth had any savings left and four of these had savings of less than \$100. Several of the families without a cent of money in savings had frozen assets in hundreds of dollars which they had lent to friends during the long strike, but which those friends had been unable to repay.

#### **Insurance:**

A great majority of the families carried life insurance policies which were seldom over \$1,000 and usually only sufficient to cover burial expenses. The children were frequently insured for small amounts; as one mother said, "If they die you can't just put them in the ground." The proportion of families carrying insurance was higher among the working families in the independent locality. The colored workers in the company town carried very little insurance. During the strike nearly half of the families were unable to keep up their insurance payments and in those families where the father had no job, two-thirds of them were unable to keep up their premiums or lodge payments. Some of the families had sold all or part of their policies, and many policies had lapsed.

#### **Home Ownership:**

The proportion of home ownership was high among the miners living in the independent locality, while the miners living in the company towns had no opportunity of purchasing the house they lived in even if they had

\*A Snapshot of Wages and Earnings in the Bituminous Coal Mining Industry in the Allegheny District Just Before the Strike, *Labor and Industry*, July 1931, pp. 28, 29.



wanted to. Excluding the families recently evicted from company towns, nearly half of the families living in the independent locality owned their own homes. The proportion of home ownership was about equal between the families with work and those without. More of the homes were owned free of mortgage than were owned with a mortgage. The reason that more homes were not mortgaged was because the banks were refusing to lend any money on houses. Many families were not able to meet interest charges and taxes due for the year.

### Other Property:

A larger proportion of the families living in the independent locality possessed automobiles than of the families living in the company town. These served for transportation, and the expense was shared by several. None of the families were selling their cars, because the car meant a better chance of getting a job, and also because no one in the community had money to buy a car. Not more than one-third of the cars would have been worth as much as \$100 on a normal market. Besides their household goods practically all of the families had gardens except the ones who had been evicted. A few had cows, three of them in the independent localities and four in the company town. A few had chickens.

### Debts:

It was the exceptional family that had not got into debt. Nine-tenths of the families who were unemployed were in debt while of the working families in the independent localities three-fourths were in debt. Of the working families in the company town, two-thirds were in debt. These figures include indebtedness for current living expenses—food, rent, and clothing—and for taxes, sickness, and other miscellaneous expenses. They do not include payments overdue on installment purchases. The families without work had an average indebtedness twice as great as the families with work. Half of the former had debts exceeding \$164.50.

Some of these debts were obligations that could ride along; others were not. A grocery bill might be carried as long as occasional part payments were made, but if no cash was available to make some payment, "trust" was likely to be "stopped" at any time. Also the penalty in the independent towns for not keeping up rent payments was the fear of eviction. Three-fourths, 24, of the 31 unemployed families who rented their homes and reported on rent payments were back in their rents. No evictions for non-payment of rent had actually taken place since the strike, however, among the families interviewed.

### Means of Support in Unemployed Families:

The above summaries indicate that of the families reporting the unemployed group was in general without earnings of wife or children, without savings, and without property that could be turned into cash. The chief means of support for the sixty families, in which the father was unemployed, are shown in Table I.

In addition to the sources of support listed on the table all but two of the families once had gardens although nineteen of the evicted families had lost theirs.

TABLE I.  
MEANS OF SUPPORT IN UNEMPLOYED FAMILIES

MEANS OF SUPPORT	Chief Means of Support Number of Families	Partial Means of Support Number of Families
Workmen's compensation (family evicted).....	1	1
Children's earnings.....	2	2
Savings.....	2	2
Relatives.....	5	10
Store credit.....	22	24
Strike relief.....	23	25
Organized charity.....	0	1
Neighbors' hand-outs.....	3	25 or more
Unknown.....	2	1 or more
TOTAL.....	60	

In general, the unemployed families had either store credit or strike relief, but only one family had both. This situation was partly because the storekeepers realized that those persons who were picketing had little chance of getting work soon which would enable them to pay back their debts, partly because the strikers with the asset of store credit wished to leave the limited strike relief to those in greater need than themselves, and largely because those without store credit felt forced to participate in picketing with the union in order to get what strike relief they could. Also, the families evicted for their strike activities were strangers in their new communities and so had no store credit.

Nearly all of the families received aid from more than one source. The strike relief, for instance, was so meager that a family could not live without some other source of help. What one family of eight got into its house to live on during one week was as follows:

Strike relief . . . . .	10 lbs. flour
	1 pk. potatoes
	1 lb. beans
	1 lb. sugar
	2 lbs. salt pork
From neighbors . . . . .	2 loaves bread
	Some coffee
	5 or 6 tomatoes
From godmother to one of the children . . . .	25 lbs. flour

This family had been evicted from a company town and did not have a garden.

The relatives and friends of the unemployed families were so frequently themselves unemployed or with such large families dependent on a small wage that very few of the unemployed families visited were receiving the contribution to their support that they would have expected in prosperous times. Most of the help from relatives was given as neighbors, sharing whatever either had.

Odd jobs and casual earnings were hard to get. Except for three of the men who had gotten a few days of ditch digging, berry picking was the only means at hand for earning a few cents, but it had its difficulties. Farmers would chase the pickers from the berry patches, buyers were difficult to find, and the price was low. The standard price was 10 cents a quart, but some pickers were selling them for 5 cents.

Some of the families actually had not one cent of money and had not had any for weeks. One family, better off than many, had two dollars in the house, which they kept "as if it was a diamond, in case we would have to get the baby some castor oil or something." One family's chief asset was a gallon of vinegar which was bartered with neighbors for bread and apple butter.

Among the evicted families there was a great amount of sharing and mutual aid. One was practically supporting another evicted family by the sale of its furniture at a great sacrifice in price. The evicted families in one center pooled their left-over baby clothes, such as they were, for one woman expecting a baby shortly. The woman had neither money nor credit to buy anything or to call a doctor, though the union had promised her they would get her a doctor somehow.

#### Charitable Relief:

As indicated on Table I, only one family of the sixty unemployed received any relief from a charitable organization. This consisted of a \$4.00

grocery order. When a second order was requested it was refused on the ground that no more funds were available.

The scarcity of charitable relief for these families was due in part to the policies of "no relief to strikers," but also to a real lack of funds. The two existing local relief agencies, the local Red Cross and a temporary relief committee of the Chamber of Commerce, reported that their small funds were nearly exhausted. The relief committee of the Chamber of Commerce, taking over the work of the Red Cross for the summer, had \$103 in its treasury early in August and did not know whether or when more would be collected. The committee's chairman reported that they were of necessity "hard-boiled" in the giving of relief. The county directors of the poor were rendering no aid in this community to miners who had become unemployed since the strike.

### LIVING CONDITIONS

#### Food:

A great majority of the families were suffering from the lack of proper food, regardless of whether the men were working or not and of whether the families were large or small. The commodities purchased consisted of little besides coffee, sugar, bread, flour, beans, macaroni, potatoes, and canned milk. During the summer nearly all the families had vegetables which were raised in their own gardens, although few of these gardens were large enough to provide their full needs.

Practically no families were having meat every day, although miners feel meat to be a necessary food because of the hard muscular work they do. A few were having soup meat three times a week, but most of the families in which the men were working were at best having meat only on Sundays or occasionally for the man's dinner bucket. What "meat on Sunday" meant for one family of eight where the man was working, was a pound and a half of meat to put into the macaroni, and for another family of five was a half pound of pork. Eggs and butter were also used by the families with jobs "only on Sundays and pay-days."

The typical meal for the children in the families without work was bread and coffee, sometimes with berry jam or apple butter on the bread, and canned milk and sugar in the coffee. One child, eating this for supper while the investigator was calling, said: "I would like some butter, but what I really want is some meat and potatoes." In other families the food was a perpetual diet of potatoes; with potatoes, bread and rice, the only food for year-old babies.

The use of fresh milk was also frequently given up for its "too expensive bills." The chief use of milk in the families was to flavor coffee rather than for the children to drink. Some used it for breakfast cereal.



Fifty-three per cent of the families used no fresh milk at all, while the other forty-seven per cent used some milk regularly, that is, at least once a week. Of the forty-eight families having fresh milk for the families' or children's use, only 19, 16 per cent, of the total number of families reporting on fresh milk, were using as much as a pint a day per child under 16 years of age. Part of this milk was used by adults in the families.

Only one in five of the evicted families were using fresh milk, while three in five of the other families in the independent towns were using it. Fewer proportionately of the families in the company towns that had jobs were using milk than the families in the independent towns that did not have jobs. This difference was in part due to the fact that the company town families were buying at the company store, which did not sell fresh milk, and they had little cash to buy it from a farmer who peddled it.

TABLE II.  
USE OF FRESH MILK IN THE FAMILIES

USE OF MILK	All Families		Independent Town Families			Company Town Families
	Number	Per Cent	Without Jobs, Exclusive of Evicted Families	Evicted Families (without Jobs)	With Jobs	
Fresh milk regularly used . . . .	55	46.6	16	4	15	20
Less than one pint a day per child under 16 . . . . .	29	24.6	7	4	7	11
One pint a day per child under 16 . . . . .	19	16.1	7	0	5	7
Amount not reported . . . . .	5	4.2	2	0	3	0
Used by adult invalid only . .	2	1.7	0	0	0	2
No fresh milk used regularly . .	63	53.4	15	16	10	22
Total reporting . . . . .	118	100.0	31	20	25	42
No report . . . . .	26					
TOTAL . . . . .	144					

The healthful qualities of fresh milk and its importance in children's diet was accepted by practically all of the mothers. Scarcely any families, except the seven having cows, reported that they were using all the milk they would like to use.

The type of food the families were eating was not difficult to ascertain, but to what degree the amount of food satisfied the appetites in many families was not so apparent. It was evident that very much of the time it did not fill their stomachs. Several of the men reported that they had gone to work with nothing but water in their dinner buckets and a number reported that they had often gone to work with only bread for dinner. The mothers of the families probably suffered from hunger more than the



men, for while the men gave up to the children, the wives gave up to the men. One of the women where the husband had no work said she never ate, meaning bread and coffee, more than twice a day and some days ate nothing at all.

### **Clothing:**

Clothing was a serious problem among the mine families, even in the summer.

The man's working clothes, particularly shoes, were the chief item in the family clothing expenditures, and this could not be reduced below a certain point because of the demands of the mine safety rules. Many women and younger children of the families managed without shoes through the summer. Probably the majority of the women were barefoot when the investigator called. When a pair of shoes costing \$1.98 had to last indefinitely, it was indeed necessary to go barefoot most of the time. Even though the mothers patched and cut down clothing, and made underwear from sugar sacks, the problem of clothes for school was little met. The mothers were hard pressed to make their children presentable so they "would not be ashamed." One family of 11 dependent on one man at work was in such hard straits that to buy three small boys overalls so that they could attend a christening, the family had to live until pay-day on nothing but flour paid for with a half-tub of blackberries they picked.

Among the unemployed who were at the point of destitution, neighbors' hand-outs supplied the means to struggle along, and a pretty baby attracted several yards of muslin for dresses.

The families were resourceful in meeting the clothes problem. Several of the men were able to resole shoes with pieces of tire and one man remade old shoes into smaller ones for the children. All of the women sewed and nearly all of them had sewing machines.

### **Housing:**

The pressing housing problems were the fear of eviction for non-payment of rent and the home-owner's fear of a sheriff or tax sale. The housing problem to the miners in the company town was automatically turned to the problem of food and clothing since his rent was deducted from his earnings. Present physical living quarters were a serious problem to a few of the evicted families. Four families were refused admittance to vacant houses because of their inability to pay rent, and being unable to find any landlord with sufficient compassion for their predicament, had moved into ramshackle store rooms with badly leaking roofs and without window panes. For these no rent was expected. Two families with all their furniture were living in one store room, in which one rainy night

"it rained like outdoors" in spite of some 27 pans and cans arranged on the attic floor. Three other families were in store rooms and a dance hall which offered no privacy but which did not leak. These and others were badly crowded.

The miners are, however, accustomed to overcrowded and unattractive houses, poor water supply, and poor sanitation. These are chronic and not emergency problems. That so many of the evicted families were able to find tolerable places in which to live was because a large number of vacant houses in the independent communities had resulted from the enlargement of the company towns following the 1927 strike.

The present fuel problem is in part met by the possibility of picking coal from the slate dumps, but some unemployed families were refused access to these.

#### **Health:**

Among the families visited the chief health problem was low vitality from undernourishment. There was also a lack of medical service among the unemployed because they had no money to get a doctor. As one sick woman too proud to call a doctor said, "I just suffered it out." Other families with nothing lived in constant fear lest someone of the family should get sick and a doctor would not come.

#### **Social Attitudes of the Miners and Their Families:**

What the miners are thinking about their living conditions, their jobs, and the coal company; and where they are looking for a way out from their present difficulties are some of the things determining the trend of events in the soft coal region.

The dissatisfactions which the miners voiced were many, but they all related to their insecurity on the job and their low wages. Fairly specific information on what the various dissatisfactions were in the group of miners interviewed was gathered, not from a questionnaire yielding statistics on attitudes, but by encouraging the persons interviewed to talk about these things whenever they were disposed to do so. Hardly an interview was held but what some of the underlying attitudes toward their present conditions were revealed. It is endeavored here to present the general trend of thought expressed rather than to try to bring out the more exceptional points of view.

#### **Conditions of Work in the Mines:**

That such a volume and variety of complaints against working conditions in the mines was possible is doubtless due to the nature of the work and of wage payment. That many grievances would arise is to be expected

where the work is not standardized and where the workers, on piece rates, must bargain individually without an opportunity for review of their grievances.

A great variety of specific conditions directly affect the miners' pay envelope. As part of his job, the coal miner does a certain amount of "dead work," that is, mining and loading slate which must be removed to continued mining the veins of coal. Whether the amount of slate to be loaded should be considered part of the coal miner's job without extra payment beyond his rate for the weight of coal loaded, or whether the miner should be paid extra for this "dead work," is a point over which the individual miner and company bargain. "No payment for dead work" was a very frequent complaint. How many cars will be delivered to each miner, upon which depends the amount of coal he can load, is not an automatic process, but is subject to the vagaries of management and favoritism and is cause for much dissatisfaction. "Lost cars" were another complaint, that is, failure to be credited by the weigh boss with all cars loaded. Probably the most bitter complaint was against "bad weight" for the cars loaded. This was in fact a direct accusation of cheating by the company. As one miner said, "when we had the union these cars weighed 80 hundred weight and more, and now we're lucky if we get 60 for them." "And we have to fill them fuller now than before." The prevalent conviction of the miners that they are being paid for short weight is no doubt increased by the fact that they have no access to the scales. Other complaints were against the excessive frequency of fines for "dirty coal," and long distances to be walked for timbering supplies, and the necessity of working in water sometimes up to their knees.

More rankling to the men than any of these specific complaints, according to their reports, was that almost any complaint they would make to the bosses was met by such replies as these: "If you don't like it there are plenty waiting to take your place," "I'll give you a bad place," or "Take your tools and get out." One worker's version of individual bargaining was, "You don't dare say a word in the mines or you'll lose your job."

Complaints against the companies' administration of Workmen's Compensation were frequently made. They were directed against the stopping of compensation before the men were able to do the only kind of work the company would give them, *i. e.*, loading, against the signing of receipts for final payments without the workers knowing what they were doing, or against undue persuasion by the company to sign receipts for final payments and against the company's outright refusal to consider certain accident compensation cases. As for appealing their cases, this was what one miner said, "If you fool around with the company, they'll fire you."

### **The Company Store and Deductions from the Miner's Pay Envelope:**

The company store was the focus of the miners' complaints against the system of deductions from the miners' pay envelopes for services managed by the company.

Company stores were the subject of attack, both as to the purposes of the coal company in maintaining them and as to their management. The miners evicted from one company town complained repeatedly of the type and extent of compulsion of trading there in order that the coal company could keep their money. Making advance deductions from earnings after the pay statements had been issued was a complaint against two companies. At the company store patronized by the company town families included in this survey, the feeling of compulsion to trade at the company store appeared to be less strong. One family explained it this way, "It was last winter they made this rule that you lose your job if you don't buy part at the company store."

The families not living in the company towns did not often report that they felt obliged to trade at the company stores. Several did say they used the company store because they had no cash or because they felt surer of their jobs. Most of the town families bought for cash at chain stores and on credit at town grocery stores.

Very frequent complaint was against the management of the company stores. The company store was accused by several families of allowing them to have no food whatsoever until the books showed that the man had loaded coal enough to pay first other debts to the company, such as rent, doctor, or shoes. For instance, one evicted miner reported that the mine boss ordered him to buy a pair of new safety shoes, and told him he would lose his job if he did not get another pair immediately. The store gave him the shoes; but, though he was working, the store refused to give him anything to eat for the next three days. This man was lucky to have a neighbor who gave him some bread. Several families said they always tried to keep something ahead, if only flour or 25 cents, for the days when they had "no credit."

One of the two companies, for whom the families in the independent town had worked before they were evicted, was credited by several families with the policy of at least one dollar a day credit regardless of whether the man worked that day or whether he was loading coal or slate.

The other deductions made from the miners' pay were for rent, doctor, relief, and overdue local school taxes in addition to charges for smithing, lamps, and explosives. Many families reported pay days with no cash for a pay envelope. Of these other charges the \$2 for the service of the company doctor was considered extortionate by some since it included only visiting and pill service, while confinements and any surgical or



hospital care were extra. The "relief," *i. e.*, sickness and disability benefits, at two mines was considered by some workers "the bunk" and "a racket," since the workers had no word to say about when and what they received from it.

### Living in a Company House:

"Everyone asks for a house now when he is hunting a job," so one miner looking for work said. "Living in a company house is indeed the usual condition for a coal miner. This involves signing a lease in which the tenant surrenders all tenancy rights and agrees to surrender possession when for any reason he is no longer employed by the company." One miner reported the signing of the lease for his company house this way:

"They hand you a long sheet with lots of printing on it and you write your name on the bottom of it. You sign two and they keep both of them. No, you don't get one yourself. If you'd ask them what it says, they'd say 'you're too smart,' and you wouldn't get anywhere by it. They wouldn't tell you anyway."

In discussing the pros and cons of living in a company town, the wife of a non-striker living in one had this to say:

"The advantages are that you are surer of your job, like now with this strike you can get to work and have your job. People who live outside the town aren't being taken back to work. The disadvantage is that you have to sign papers that you can be put out in 10 days. That's the trouble if you want to strike."

Personal considerations entered into many families' attitudes toward living in the company town, such as "the people," "no amusements," and "not enough room for a garden." One striking miner's wife preferred "to live off company property" because then "the people you rent and buy from will give you a little credit if you have hard luck. They won't give you anything at the company store."

Living in a company house assumed greater significance to the many miners when the strike was called. Eviction was imminent to whomever allied himself in any way with the strike. Twenty-two families of the 144 which this study covers moved out of company houses during the strike at the companies' orders. These twenty-two families are referred to as evicted though only two of them had waited until the company "put them out;" that is, set their furniture on the public highway. Many did not wait to be "put out," for fear their furniture would be damaged. One family said, "We moved ourselves out. We were afraid to be put out, because with all the police there, there might be a fight and somebody get killed."



Eviction to many families living in company houses meant fear of being "with no place to go," literally without a roof. Besides the anxiety to those without means of renting another house, was the distress of uprooting an established home. The mother in one family pictured the personal tragedy of eviction in this story:

"We had lived in the company's house 13 years, and had fixed it up and kept it like it was our own. We kept the fence in repair, planted trees, had flowers in the yard and just this spring papered and painted two rooms. We were happier in our place than ever before and then the strike broke out. . . . And we wouldn't go back to work soon enough."

### Suppression of Strike Activities:

When the strike was called, these dissatisfactions and antagonisms were intensified, and the miners found further reasons for resentment against their employers and their community because of the weapons used against the strikers.

In the first place any semblance of union activity on company property was reason for which a miner might be fired and the family evicted. One family's story of what they thought a very unfair situation was this:

"Our boy was going along with the ——— boy while he was distributing strike notices, taking them out of his blouse and putting them into the fences, but our boy wasn't carrying or distributing any papers himself. The deputies got our boy's name and the next day we got a notice that we were fired and had to get out. They said the father was to blame for his son distributing strike papers."

This family was evicted, but by the time they actually moved the company held more against them than this. The miner's wife in another family said their eviction was ordered because "the company cops said he seen my husband go back and forth among the men too much."

Expressing an interest in the strike off company property, according to a number of reports, was likewise reason for the company's suspicion and retaliation and the miner's resentment. One boy living in the company town reported, "We were told that if we didn't keep away from ——— when the union was agitating, that we would lose our jobs." One family said they were evicted on the charge of "playing in the picnic band," *i. e.*, a strike rally, though the man protested he didn't even play any instrument and left the picnic before the speaking began.

Refusal to return to work at the company's request after several days of strike was the cause for eviction of most of the 22 evicted families, according to the families' reports.

The whole system of the right of the company to evict miners from their homes, a terrifically powerful instrument in the hands of the employer, was under the miners' sure though inarticulate attack.

The miners' sense of suppression in their strike activities was by no means ended with their expulsion from the company town. Picketing is crucial to the success of a strike. The striking miners felt handicapped and harassed in their picketing activities, in spite of the fact that some picketing was allowed. Picketing of two of the three mines about which this survey centers was not permitted. No public highway adjoined one of the mines, practically all of whose workers lived on company property. At the third mine, a state highway passed through mine property with the mine entrance on one side and the majority of the miners living on the other side of the highway, an effective situation for a picket line. The authority that prohibited picketing here was the Borough government, the Borough co-extending with the coal company's property.

A picket line was marching on the state highway at the entrance of one of the mines in the independent locality every morning during the period of the survey. Twenty of the families interviewed reported that one or more members of the family were picketing regularly at the time of the interview with the investigator. The chief complaints about annoyances at this picket line were directed against the deputy sheriffs who were paid by the mine company. The miners complained that they were not allowed to say the words "scab" or "strike breaker" for which the penalty was arrest on the charge of aggravated assault and battery with a penalty of \$6.50 or 15 days in jail, that they were ordered off the road needlessly and sometimes into puddles of water to let cars pass, that certain company officials would fairly run into the men with their cars, and that the deputies and state police would heckle them in annoying conversation.

The restrictions which the deputies made as to just where and how far the picket line might march were also a cause of complaint on the part of the strikers.

The violence against the strikers which was most complained of did not take place right at the picket line but along the highways when the men were alone. One of the strikers interviewed, whom the deputies were alleged to want to get, was "beaten up" by two deputies on his return from the picket line and arrested on the charge of calling "scab" though the arrested man reports there was not even anyone in sight until the deputies approached him. Several other strikers verified this story. The 16 year-old boy in another of the families interviewed had been shot and seriously injured when he was on his way to the picket line early one morning. The man whom the family believes guilty was not, however, a deputy sheriff but a "scab."

In at least six of the 98 families in the locality of the independent towns one or two of their members had been arrested and in jail for their strike activities. Older boys in three of these families were in jail at the time the families were visited, while one was out on bail. The father of one of these same families was expecting to be taken to jail any day since he was unable to pay a fine of \$6.50. One boy in yet another family had escaped to Pittsburgh because he was "mixed up" in a bombing and feared arrest. Others reported they had been threatened with arrest by the deputies or state police for delivering messages and picketing. The things for which these people said they were arrested were calling "scab," "beating up a deputy," and "setting a bomb." For both of the first two accusations the families reported that the men were not guilty; and the family of one boy admitted his participation in setting a bomb. This family reported that "the people in the union" who had "set him up to it" had gone away and were doing nothing to help the boy out of his trouble.

#### **Discrimination in the Re-hiring of Strikers:**

The miners who went out on strike and who have not gotten their jobs back attributed their misfortune to the discrimination of their recent employers. The miners had rather different attitudes toward the two mine companies of the independent locality. One company, so one of the families explained, was "not wanting any more white class to move in at ————. They'd rather have the colored class, they're not so much trouble." Some strikers were in fact none too eager to go back "to work with niggers."

The other company, while not using colored workers, was subject to much criticism for more intentional discrimination against particular men. The saying was, "No jobs for the families who were on the picket line." Many of the men, however, had joined very little in the activities of the strikers, having picketed "two days," "six days," or none at all. These felt that the company was not fair in taking only a certain few of these men back. "Many have gotten back who were on the picket line, and their wives hollered scab, too." "It wouldn't hurt so bad if every one who had gone on the picket line had been treated the same." Of all the families in the one settlement who had gotten their jobs back, less than a third, 7 out of 24, reported that they had not been on the picket line at all. This group of miners that had picketed only a few days and had neither allied themselves with the union nor gotten their jobs back frequently reported that the superintendent had told them, "Filled up, you wait." The feeling among them was that the company was holding them off, not because there were no jobs to be had in the mine—they saw strangers being hired—or that the company never expected to take them back, but to punish them for

their disloyalty. One of the miners said, "They're just making another set of strike breakers." Many of these workers plan to "wait," saying that their chances of a job are better here where they are known than where they are not known.

The group of miners who had taken an active part in the strike and had been on the picket line longer, took the refusal of their last employer to take them back more for granted. Their major difficulty was the distrust they met in applying elsewhere. "At the far away mines they ask you where you are from, and if you come from ——— or ——— they have an idea that you might pull the men out on strike, so they won't take a chance letting you in." "At A they won't take any one from B without a recommendation from the B superintendent." Five miners were refused these when they asked for such a recommendation, and others had not bothered to ask. No cases in which the needed recommendations were given to strikers were reported.

Among the group of jobless miners discriminated against in the locality where they were known, the thing to do was to go some distance away to look for work. Many were still hopeful they would "catch a job." A number of them had gone over much of the soft coal region of Pennsylvania, Ohio, and West Virginia. The cost of the job hunting, however, was severe. To those with cars a companion must be found who has cash for gasoline, provided the tires could hold out. To those without either cars or cash for gasoline, distances were great for walking and very wearisome, though some men reported walking as much as 35 miles a day. Their clothes were worn and shoe leather was thin. Hitch hiking was available to only the younger and most presentable. Food must be begged. And the men came back without luck. So there was a tendency to despair of the effort: "If the fellows with gasoline and shoe leather can't find anything, what use for me to go." "It's best just to sit and wait. You don't have to eat so much then."

Only one of the strikers interviewed reported that he "knew" he was on the "black list." One of the deputies, he reported, told him, "You're never going to get a job again in all the soft coal fields." This man also reports that "about 15 mines have asked me for a recommendation," which the superintendent of ——— refused to give him. He said that superintendents to whom he had applied would say to him: "I've seen your name, weren't you on the slope?", *i. e.*, helping to call out the strike; and that he has "seen them look into a book." He doesn't think they have his picture but he has been around and is known in many places, so they spot him. Others of the strikers who have not yet tried to get back to the mines, fear they will find themselves in a like situation if they lose the



strike. Other strikers say they "will never go back to the mines under the old conditions."

As for getting a job under false pretenses, the prevailing opinion was this: "Anyway, if you would get a job for a day or two you'd be fired right off. Somebody would know you and tell on you." Several men reported this experience.

The mental outlook was utterly hopeless in several of the evicted families, practically blacklisted. The following comments from the investigator's schedules suggest their tragedies:

"The future is blackness to them. The husband says he is not going to look for work any more, his money is used up and it is no use to go anyway, others go and go and can't find a thing; nothing to do but wait. He has no food to go on and he can't stand to beg his food from door to door. 'They shut you out and think you're a bum.' The wife said, 'What can we do? We can't die,' to which the husband replied, 'Yes, we can.'"

"I have never before felt the keenness of despair and the feeling of abandonment these people have. The man, a fine straight-forward, hard-working fellow, twice had to leave the room while we were talking to keep from breaking into tears in front of me. This man says he would be glad to be deported. 'It's better in the old country. There you have a job.'"

" 'This is Hell, if there's a Hell anywhere. No work, starving and afraid of being shot. It's a shame for a man to tell such bad truth.' "

### **Restriction in Freedom of Speech:**

That the miners felt inhibited from speaking of certain things that were on their minds was evident both in the independent towns and in the company town. The people in the company town who were interviewed were as a group less willing to discuss their attitude toward their employer and their feelings about the strike than people in the independent locality. Some people were reluctant or refused to talk at all about mine conditions or the strike. Some requested the investigator not to take their names. Others, after having been outspoken in their attitude toward the company, expressed fear lest it should be known what they had told the investigator. As one man living in an independent settlement said, "If the company knew what I am saying to you they would chase me out of here." After a bold tirade against the company the speaker said, "If they knew I was saying these things I'd be fired and out of here in 24 hours"; and this is what he had said:



"The company has got us where they want us now. We are just a bunch of slaves, have to live in company houses, have to buy at the company store, and can't speak our minds."

The miners and their families also felt that they should not discuss working conditions with their neighbors, as one of the women said:

"They couldn't keep us from reading the strike papers, but you daren't say anything around here."

### **Objective—The Trade Union:**

Where did the miners look for the way out from their present conditions? It was with almost one voice they said, "We want the union back."

To the miner the union implied security—security through higher wages and security through the backing of a strong permanent organization which would take the individual miner's part when he had grievances against the company. With higher wages the miner could not only satisfy the pressing day-to-day needs of his family but could make some provision for the time when the emergencies of sickness and old age would arrive. With the backing of the union pit committee, the miner was protected from the encroachments on his earnings and the bad feelings to which complaints of short weight, dead work, lack of cars or supplies gave rise. The union pit committee was likewise the miner's protection from arbitrary discharge from his job.

The miners also gained much in self-respect through their union. Self-respect went with the higher standard of living made possible, and with the sense of belonging to a powerful organization that looked out for their interests. The fellowship of the union extended from the confines of the job into the whole mining community. As one miner said, "With the union we liked our neighbors and everybody was happy."

### **Choice of Leadership:**

Conflict among the miners arose not regarding their general aim, a strong trade union, but over what leadership should be followed in the fight to get this union.

The National Miners' Union, new in this region, was the organization active in organizing and conducting the strike and in providing the only strike relief available. That the leadership in this union was headed by Communists from outside the industry appeared to mean little to the miners. A frequent response among the workers to attacks on the National Miners' Union for its being Communist and red was such as this, "They say they are Communists and reds, but I can't see what's wrong with a working man's getting 55 cents a ton for loading coal, and that's

what they say they want." Another remark from an evicted family who had discontinued its affiliation with the union was this, "They say this union is against the government, but I don't think so."

Among the 144 families interviewed not one person could be called a Communist. The one miner of this group, in charge of the strike relief in this locality, who was most nearly one had this to say about himself to the question, "Are you a Communist?":

"No, or perhaps yes. They say a Communist is one of the common working class people, so I guess I am. And Bolshevik means the majority of the people, and the working class is the majority of the people, so I guess I am one."

A more typical response to the question of Communism was, "I never had an education and learned about those things, but I know I'm fighting to keep my children from being hungry."

The alternative leadership to the National Miners' Union, to which the miners might attach themselves in their struggle for a trade union, was the old United Mine Workers of America, affiliated with the American Federation of Labor. This union was not active in the localities included in this study but it was influential in determining the miners' attitudes toward the National Miners' Union and toward the current strike through the fact that it was the organization that had originally achieved for the miners that trade union status they were again seeking, and also the same organization that had failed to maintain union conditions for the miners in 1927.

The frequent attitude among the miners toward the United Mine Workers, which was shared to some extent by all the miners, is illustrated by this statement made by one of the men:

"The officials of the United Mine Workers of America have sold the men out. Sure, we all wanted to take the cut to \$6, in 1927, instead of strike, but the officials wanted the strike. The officials kept drawing their big salaries right through the strike. We got only \$3 strike relief every three weeks and a few beans not fit to eat. What they need is new leaders in the United Mine Workers and then everyone would follow. I know that in the last election held in our local, one man was voted down, but the returns went in for this man. If only the dues paid in stayed here, they could give good strike relief. I don't want to say all I think."

Others siding with the National Miners' Union did not hesitate to accuse the United Mine Workers' officials of graft and of having large financial interests on the operators' side. To the majority of the miners

probably the choice of union leadership was more simple, "We don't care for the one union or the other, whichever gets us more wages," and since it was the National Miners' Union which appeared at a time of great stress and gave the miners hope, they flocked to its call.

At the period of the interviews with the families, many of the families had deserted the National Miners' Union. Only 20 of the 60 families without jobs who had gone on strike and picketed were still picketing, and this number would surely have been smaller if picketing were not the price of the meager strike relief. Only 18 of the fathers in these 60 families were not yet trying to get back into the mines. The feeling was growing that, "The union is not going to keep up. It's not strong enough. It can't keep the people."

### **Solidarity and Conflict Among the Miners:**

The feeling of class solidarity was very strongly felt among the large group of poorer-paid mine workers, the loaders. That their conditions were so bad that they could not be much worse was a powerful bond of common interest. That at the time of the strike many loaders, especially those in the company towns, refused to affiliate with the strike movement was not from lack of sympathy with the strikers but from the fear of destitution. "We didn't strike because we had to live." "All of us would join the union if we could live if we went out on strike. But they would put us out of our houses and we would have nothing and we aren't able to join." "The union wouldn't be able to keep us." This attitude was frequent among workers who had come to the mines as strike breakers in 1927. Some uncertainty as to what it was all about existed in the minds of some of these new-comers to the mines. As one colored man said, "If this union came and called us out on strike, I don't know what I'd do. They are fighting each other and I don't know what to think."

The things that were breaking down the feeling of solidarity among the miners and developing antagonisms among them were several. A small group of relatively well-paid workers who held coveted jobs had too much at stake to aid the strike, as they might lose their jobs. Another group of miners aspiring to these well-paid jobs were also inclined to take sides against the strike. Two miners in this study had in fact been machine cutters when they went on strike in 1927. Having then undergone a difficult period of unemployment and poor jobs chose in the strike of 1931 to get back their good jobs. As one man said, "To live, you must look out for yourself first." These two families were the object of much bitterness on the part of the strikers and it was in the yard of one of these families that a bomb was laid by strikers, according to their confession. Partly from individual's attempts to curry favor from the bosses and partly from

other causes there was among the workers a widespread lack of confidence in each other. "Someone told a lie on us that made the superintendent put us out," and "someone is always telling on you," were frequent complaints among them.

The fact that the group of workers resisting the strike were also largely American born lent the prestige of being "American" to the anti-strike faction and gave rise to the "slurs" of "hunkie," "Rooshian," and "Red" against the strikers. It happened that the "Rooshians" were largely Lithuanians and the few Russians there were had come to America before the Soviet Union was in existence.

The deputies were accused by several strikers of trying to arouse racial and nationality antagonisms among them. As one father said of his daughter who had been taunted by a deputy for marching next to a colored worker in the picket line, "You know how that would make a person feel."

This fomenting of antagonisms among the groups of workers was paralleled by some feeling of separateness of long standing among the nationality groups. One Italian wife, a strike sympathizer, said, "You can't get so many people together, Polish, Italian, Lithuanians and all."

The antagonisms between strikers and those who refused to strike were intensified by threats and acts of violence by the strikers. Several families reported that strikers had thrown stones at their houses to get the men out to the picket line and had even pulled them out of their beds with threats of "beating up" if they did not come along. Two of the families reported definite threats to kill if the men did not go on strike. Others said they had been afraid that the strikers would "put us up in the air if they did not picket." A bomb was exploded behind the house of one of the families interviewed who had chosen the strike as its opportunity to get back a machine cutter's job. That this bomb did no more damage than break seven window panes did not lessen its power as a threat.

The actual threats and acts of violence in the localities covered by this study were practically over before the interviewing of the families was begun, but they remained as an influence keeping some few men from going back to work and making tense feelings generally and a difficult ground from which to organize another strike.

#### **The Part of Government:**

"The union won't get back unless the government helps." The miners recognized the terrific obstacles in the way of organizing the workers in an industry which extended over so many states and in which some of the large operators had such great financial strength. Many miners were convinced they would have to have the aid of some outside power to regain



the union. The government was the power they looked to. Just what they expected of government was not clear.

One thing, however, was definite in the minds of many miners—that a reform in the system of policing the mine communities was necessary. The deputy sheriffs, who had the power of the law in their hands but who were hired by the coal companies, were the first to be got rid of. One miner voiced his criticism of the deputy sheriffs in this way:

“The deputies are men who have never before carried guns. I doubt if more than three or four of the 25 deputies they have at ———— had ever carried guns before. It’s worse with the deputies than it was with the coal and iron police. The ‘coal and iron’ had to stay on company property and the deputies are free to go and exercise their authority anywhere. They are right on the public highway during the picket line and they often stop strikers’ cars to ask for licenses while they never do this for others. I think the deputies should be paid by the county. There would not be so many if the county paid, and the company wouldn’t be their bosses.”

The state police were not free from criticism, though there were no stories of their trampling and scaring women and children in front of their houses such as were reported of them in the 1927 strike.

### **Emergency Relief:**

One thing the miners were definitely expecting of government in this emergency, however, was relief.

None of the 144 families interviewed were charity minded, though probably 25 of the 60 unemployed families were in serious need of outside aid, and some of the large families with jobs were deserving of help in the form of milk and clothing.

Local charity offered the families little hope as shown by the fact that only one of the 144 families had received any aid and that was one four-dollar grocery order.

One of the evicted miners, whose family had gone hungry for weeks, felt this way about local aid:

“They won’t help you any. The mine superintendents tell the storekeepers and the Red Cross what they should do. If you go into any of the big stores to ask for anything, they just call bad names at you. No one helps the working man but working people. and now they have nothing and can’t help.



"I've helped the Red Cross all my life, often I've given \$5, always something. I've never before needed to ask for a cent for myself, and now they refuse me. There's nobody to help me now."

The attitude of the dispensers of what little local relief was given out was grudging, according to the following report of a mother:

"They made a fool out of me. It's as if they don't want to help. I just had to push myself to go, but that's better than seeing the children starving or taken from me."

The majority of the families in real need of charitable relief were passively suffering—in the first place they hated to ask for relief and in the second place they were quite sure they would not get anything if they did ask, whether they appealed to the local Red Cross or relief committee or to the county directors of the poor. None of the 144 families had appealed to the county for aid partly because they had no money to get to the county-seat and partly because the county had the reputation of giving "no aid to strikers" and of refusing any aid to a family owning a home or a car, regardless of their need for food and clothing.

What the unemployed miners were most hopeful of was state road construction in the locality, for they really wanted work of any decent kind rather than relief.

# REVIEW OF INDUSTRIAL STATISTICS\*

PREPARED BY  
*The Bureau of Statistics*

## EMPLOYMENT AND WAGE PAYMENTS

**Summary**—The composite picture of employment conditions presented by the reports for September had a slightly more satisfactory and encouraging aspect than that for any other month since last February. The public employment office ratio of applicants to jobs, while still extremely high, showed marked improvement over August. Manufacturing employment, while not maintaining the increase established in August, dropped only slightly, and substantial employment gains were recorded in the textile, food, and paper industries. Payrolls in manufacturing industries, it is true, were considerably less than in August, the decrease resulting largely from wage reductions and the general observance of the Labor Day holiday.

In the mining industries, anthracite operators reported substantially increased employment and a somewhat delayed start of the fall schedule of operations should help to carry along employment in this industry at a higher level than usual during the winter. Employment in bituminous mines was about holding its own, but the volume of wage payments in the bituminous industry continued to grow smaller and smaller. Employment in the building construction industry showed its usual seasonal recession for the month, and the industry was operating at about 25 per cent below last year's level. Building contracts for September, 1931, were far below the total for the corresponding month last year, but some encouragement was afforded by the fact that permits for residential construction work increased over the corresponding month of the preceding year for the first time in twenty-eight months. Employment in retail trade showed a satisfactory gain in September although the increase was considerably less than the usual gain at this season.

The most disturbing factor in the whole industrial situation for September was the prevalence of wage reductions. The effect of these were shown definitely in the reduced amount of wages paid to industrial workers. Whether this large beginning of wage reduction will ultimately result in a general revision of wage scales or whether the reduction is merely a temporary expedient is a matter for conjecture. Also whether wage reductions will tend to hasten an industrial recovery and result in increased employment, or whether this factor will further retard industrial recovery and further depress employment is a riddle that only time will solve.

---

\*Advance copies of the monthly reports covering subjects discussed in this review may be secured upon application to the Department.

## PUBLIC EMPLOYMENT OFFICE REPORTS INCREASED JOB OPPORTUNITIES

The number of jobless persons seeking the assistance of the State public employment service in locating work continued to increase in September. During the five weeks covered by the public employment office reports for the period, August 24 to September 26, 1931, a total of 13,695 applicants were registered at the public employment offices established in fourteen important industrial areas. This was eight per cent higher than the weekly average of applicants during August. Job opportunities listed in September increased 20 per cent over August, resulting in a considerable improvement in the applicant to job ratio for September as compared with August, the first improvement shown in the last six months. Notwithstanding this improvement in the relative availability of work in September, the ratio of applicants for work to jobs open remained very high. The ratio of applicants for work per 100 job openings according to the public employment office records for August was 473 to 100, the highest figure in nine years. In September, this ratio was reduced to 426 applicants for every 100 openings, a distinct improvement, but except for the ratios for July and August, 1931, the job ratio for September, 1931, was still higher than at any other period during the nine years for which comparative records are available. A total of 2,829 persons were placed in employment through the State employment offices during September, a 20 per cent increase over the average weekly number placed during August.

The employment office records by city classification indicate that in Altoona, Erie, Harrisburg, Johnstown, New Castle, Oil City, Scranton, Wilkes-Barre, and Williamsport, the demand for workers in proportion to the number of applicants was relatively good, the ratios of applicants to openings for these cities being roughly two to one. In Lancaster, Philadelphia, Pittsburgh, and Reading, however, the scarcity of jobs was much more serious. Lancaster showed a ratio of nearly five applicants for every job open. For Philadelphia the ratio also was nearly five to one. For Pittsburgh the ratio was nearly eight to one, while the figures for Reading showed less than a hundred job openings with 1,200 applicants for work registered.

For the first nine months in 1931 the public employment office reports show that 97,460 persons applied for work, 26,893 workers were needed by employers, and 23,627 persons were reported placed in employment. The ratio of applicants to openings for the first nine months of 1931 was 362 to 100 as compared with a ratio of 314 to 100 for the first nine months in 1930, a 15 per cent increase. The number of job openings listed during the first nine months of 1931 was slightly more than one-fourth of the number required to provide work for all applicants.

**REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF SEPTEMBER, 1931**  
(FIVE WEEKS, AUGUST 24, 1931, TO SEPTEMBER 26, 1931, INCLUSIVE)

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>GRAND TOTAL.....</b>	<b>13,695</b>	<b>8,390</b>	<b>5,305</b>	<b>3,218</b>	<b>1,613</b>	<b>1,605</b>	<b>3,906</b>	<b>1,955</b>	<b>1,951</b>	<b>2,829</b>	<b>1,465</b>	<b>1,364</b>
Total industrial group (skilled).....	4,335	2,666	1,669	1,020	679	341	1,338	860	478	881	591	290
Building and construction.....	469	469	...	101	101	...	126	126	...	94	94	...
Shipbuilding.....	234	234	...	103	103	...	141	141	...	90	90	...
Chemicals and allied products.....	31	29	2	2	2	...	4	4	...	2	2	...
Clay, glass and stone products.....	16	16	...	...	...	...	...	...	...	...	...	...
Clothing.....	101	32	69	11	2	9	...	...	...	...	...	...
Textiles.....	212	77	135	8	3	5	17	5	12	11	2	9
Food and kindred products.....	121	42	79	39	9	30	12	7	5	7	2	5
Leather, rubber and composition goods.....	44	43	1	4	2	2	67	14	53	36	9	27
Lumber, woodwork and furniture.....	115	87	28	32	26	6	11	6	8	4	2	2
Paper and printing.....	112	66	46	23	16	7	46	38	25	31	25	6
Metal and metal products.....	650	562	88	155	151	4	36	24	12	21	14	7
Mines and quarries.....	31	31	...	2	2	...	198	192	6	133	129	4
Transportation and public utilities.....	354	236	118	67	34	33	4	4	...	2	2	...
Hotel and restaurant.....	948	220	728	187	59	128	98	46	52	63	35	28
Wholesale and retail trade.....	504	309	195	205	135	70	240	139	165	161	53	108
Miscellaneous.....	393	213	180	81	34	47	242	39	103	151	101	50
							96		57	75	31	44
<b>Total other groups.....</b>	<b>9,360</b>	<b>5,724</b>	<b>3,636</b>	<b>2,198</b>	<b>934</b>	<b>1,264</b>	<b>2,568</b>	<b>1,095</b>	<b>1,473</b>	<b>1,948</b>	<b>874</b>	<b>1,074</b>
Clerical and professional.....	1,668	989	679	208	137	71	329	191	138	164	96	68
Agriculture.....	153	116	37	79	73	6	86	80	6	78	72	6
Semi-skilled.....	1,985	733	1,252	857	123	734	1,025	161	864	705	117	588
Unskilled.....	4,012	3,471	541	432	332	100	513	391	122	406	329	77
Casual and day workers*.....	1,542	415	1,127	622	269	353	615	272	343	595	260	335
<b>August, 1931.....</b>	<b>10,134</b>	<b>6,113</b>	<b>4,021</b>	<b>2,142</b>	<b>1,161</b>	<b>981</b>	<b>2,585</b>	<b>1,359</b>	<b>1,226</b>	<b>1,881</b>	<b>1,038</b>	<b>843</b>
<b>September, 1930.....</b>	<b>11,488</b>	<b>7,445</b>	<b>4,043</b>	<b>3,537</b>	<b>2,036</b>	<b>1,501</b>	<b>4,297</b>	<b>2,518</b>	<b>1,779</b>	<b>3,022</b>	<b>1,762</b>	<b>1,260</b>
<b>September, 1929.....</b>	<b>16,353</b>	<b>7,430</b>	<b>2,924</b>	<b>5,544</b>	<b>4,107</b>	<b>1,437</b>	<b>6,223</b>	<b>4,684</b>	<b>1,539</b>	<b>4,454</b>	<b>3,401</b>	<b>1,053</b>
Per cent of applicants placed.....	21	17	26	88	90	85	72	75	70	...	...	...
Per cent of openings filled.....	...	...	...	...	...	...	...	...	...	...	...	...
Per cent of persons referred placed.....	...	...	...	...	...	...	...	...	...	...	...	...

\*The placement of each casual or day worker is recorded for only one (1) placement per week.



## MANUFACTURING ACTIVITY DECLINES SLIGHTLY IN SEPTEMBER

The flurry of increased activity shown by the employment and payroll reports from manufacturing concerns for August subsided in September. Reports from 829 Pennsylvania manufacturing concerns engaged in 51 branches of manufacturing activity showed an 0.3 per cent decrease in employment and a 4.4 per cent reduction of payrolls for September as compared with August. Last year, employment in Pennsylvania factories showed a 1.4 per cent increase for the August-September comparison and factory payrolls in this period decreased only 0.5 per cent. Normally, factory employment in Pennsylvania shows about a one per cent increase for September as compared with August.

## WAGE REDUCTIONS INCREASE

The large decrease in factory payrolls for September undoubtedly was due to the prevalence of wage rate reductions throughout manufacturing industries. An analysis of the information respecting wage changes which was included in the reports from the 829 manufacturing firms reporting for September shows that wage cuts were made by 32 companies in September affecting a total of 11,500 employes, or nearly five per cent of the total number of workers employed. These wage reductions ranged from two per cent to 30 per cent and averaged nearly 10 per cent. This was the largest volume of wage reductions reported during the last year and nine months and apparently the prevalence of the reductions was the result of the lead taken by the large corporations. The wage cuts were centered chiefly in the metal, textile, and tobacco industries. Since the first of the year, nearly 30 per cent of the 830 odd manufacturing firms reporting to the department have reported decreases in wage rates affecting a total of 45,500 employes, or reductions for approximately 17 per cent of the total number of workers employed. In this connection, it should be stated that these data of wage reductions are based on information voluntarily reported by employers, there being no obligation to report such action. Accordingly, this observation does not include the record of any wage reductions that may have been made but not reported, nor the record of wage cuts affecting those employes laid off while receiving one rate and afterward rehired at a lower rate. Also, this group of reporting firms represents only about 37 per cent of total employment in the manufacturing industry in Pennsylvania. Nevertheless, the reporting group is considered to constitute a representative cross-section of the manufacturing industry and the volume of wage reductions as shown for this group should disclose what is occurring in the entire industry.

Increased employment for September was shown for the textile, foods and tobacco, lumber, leather, and paper and printing groups. Reduced employment totals as compared with August were shown for the metal products;



transportation equipment; stone, clay, and glass products; and chemical products groups.

In the textile group, gains in employment were recorded for eight of the eleven industries represented, the largest increases occurring in silk, dyeing and finishing, knit goods, and shirts and furnishings industries. Reduced employment as compared with August was reported for the hat, hosiery, and women's clothing industries. A large number of industries of the textile group reported sharply reduced payrolls including some industries that showed employment increases. This reduced volume of payrolls, while caused to some extent by wage rate reductions, was due largely to the general observance of the Labor Day holiday.

In the foods and tobacco group, employment in candy factories increased seasonally, while ice cream manufacturers reported seasonal curtailment of forces. Cigar factories reported slightly increased employment totals, but payrolls were five per cent smaller than in August, due partly to wage reductions and partly to holiday observance.

Reduced employment totals were shown for six of the 12 metal groups represented, largest decreases being reported from the structural iron, foundry, and hardware industries. Decreased wage payments were shown for the forgings, structural iron, foundry, machinery, electrical apparatus, and hardware industries. Employment and payroll gains were recorded for the stove and furnace and engine and pump industries.

In the transportation equipment group, automobile factories showed some gain in employment and payrolls, although several firms manufacturing auto bodies and parts reported large employment decreases. Employment in locomotive and car building increased slightly over August, but work in railroad repair shops was decidedly less than in August. Employment for this latter group decreased 10 per cent as compared with August and payrolls decreased more than 25 per cent.

#### MANUFACTURING PAYROLLS 34 PER CENT UNDER 1931

The index of manufacturing employment for September, 1931, at 72.7 was 17 per cent lower than for the same month a year ago, while the index of factory payrolls for September, 1931, at 53.7 was 34 per cent below the index for September, 1930. A summary of factory employment and payrolls for the nine manufacturing groups for September, 1931, as compared with totals for the corresponding month in 1930 is shown in the following table:

INDUSTRY GROUP	Per cent decrease—September, 1931 compared with September, 1930	
	Employment	Payrolls
Metal products.....	—24.4	—45.2
Transportation equipment.....	—35.4	—50.5
Textile products.....	—5.9	—15.3
Foods and tobacco.....	—2.9	—10.2
Stone, clay and glass products.....	—14.5	—30.7
Lumber products.....	—19.4	—17.5
Chemical products.....	—7.1	—20.9
Leather and rubber products.....	—3.3	—14.4
Paper and printing.....	—6.5	—15.3

Time worked in manufacturing industries, as reported by 573 firms for September, 1931, was 3.5 per cent less than in August. Workers employed by these concerns averaged 35.9 hours a week in September as compared with 36.9 hours a week in August and as compared with 43.3 hours of work a week in September, 1930, and 47.4 hours a week in September, 1929. Weekly earnings of workers in the manufacturing industries averaged \$19.47 a week in September as compared with \$20.26 a week in August, and as compared with \$24.42 a week in September, 1930.

#### COAL MINING: LARGE GAIN IN ANTHRACITE

Renewed activity at anthracite mines following a period of considerable dullness during the summer months was shown in the reports from anthracite operators for September. Reports to the Anthracite Bureau of Information of operations at 159 collieries show a 19 per cent increase in employment and a 15 per cent increase in wage payments to anthracite workers for September over August. This increase in anthracite employment is larger than the gain at this period in 1930, although the gain in wage payments is practically the same for both years. The seasonal movement for the anthracite industry at this period has been slightly downward, but in late years the seasonal trend appears to have shifted to the extent that an increase in anthracite mining activity is expected in September. The index of employment at anthracite mines for September at 78 per cent of its 1923–1925 average was 15 per cent below the level at this time last year, and the index of wage payments for this industry at 55 per cent of the 1923–1925 average was 30 per cent lower than the index for September, 1930.

Operators of 393 bituminous mines in Pennsylvania report a small employment increase for September, but wage payments were nearly four per cent lower than in August. The index of bituminous employment for September, 1930, is at a point 11 per cent lower than a year ago, while the volume of wage payments is shown to have dropped 36 per cent.

Earnings of workers in the anthracite industry averaged \$23.19 a week in September as compared with an average of \$15.32 a week for workers in the bituminous industry.

### BUILDING CONSTRUCTION SHOWS SEASONAL RECESSION

Employment in the building and contracting industry showed about the usual seasonal recession for September. Reports from 59 building and contracting firms employing 4,341 workers show an eight per cent decline in employment and a four per cent reduction in wage payments for September as compared with August. The September reports from this group indicate that construction employment for September, 1931, was approximately 36 per cent lower than a year ago, and wage payments to construction workers were approximately 33 per cent less.

Plans are now being developed in the department for an expansion of the inquiry covering building construction employment so as to provide a more representative index of employment changes for this industry. This new inquiry will at first be limited to centers of construction activity covering the five largest cities in the State. The initial report of this survey will be made in connection with the release of employment and payroll figures for the month of November, 1931.

### ROAD CONSTRUCTION GAINS

Employment on state road construction operations reached a high peak in September. A report of the State Department of Highways covering operations for September shows a 29 per cent gain in employment on road work as compared with August. A total of 24,836 workers were employed. This is nearly five per cent more than the number employed in September, 1930. The number of workers employed by contractors on new road construction was 28 per cent lower in September than in August, but the number engaged on highway reconstruction and maintenance gained nearly 62 per cent. The total of workers employed by contractors on new construction for September, 1931, was 65 per cent less than a year ago, but the number engaged on maintenance and reconstruction was 117 per cent higher than at this period in 1930.

### RETAIL TRADE PICKS UP

Retail stores show a seven per cent gain in employment for September over August. Firms engaged in wholesale trade show practically no change in employment for the month. Forces of the retail stores reporting for September were seven per cent less than a year ago, while the employment total for wholesale firms was about one per cent lower.

# EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>

34

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				Total Weekly Payroll Week Ended Sept. 15, 1931	PAYROLLS			AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Sept. 15, 1931	Index Numbers 1923-1925 = 100				Per cent change compared with Sept., 1931	Per cent change compared with Aug., 1931	Per cent change compared with Sept., 1930	Sept. 15, 1931	Aug. 15, 1931
			Sept., 1931	Aug., 1931	Sept., 1930						
ALL MANUFACTURING INDUSTRIES: (51) 37%	829	253,785	72.7	— 0.3	—16.9	\$4,940,863	53.7	— 4.4	—34.0	\$19.47	\$20.26
Metal products: (12) 57%	251	116,305	65.6	— 1.5	—24.4	2,212,315	44.2	— 7.3	—45.2	19.02	20.21
Blast furnaces.....	12	1,376	38.8	+ 0.5	—26.2	29,462	27.4	— 3.5	—46.7	21.41	22.24
Steel works and rolling mills.....	51	55,524	55.9	— 2.4	—27.0	1,036,634	36.3	— 6.7	—48.8	18.67	19.52
Iron and steel forgings.....	9	1,109	64.9	+ 1.1	—26.1	18,783	42.5	—11.8	—45.7	16.94	18.95
Structural iron work.....	10	3,720	93.9	— 4.2	—20.2	72,854	64.2	—15.7	—38.3	19.58	22.26
Steam and hot water heating appliances.....	15	3,309	85.8	0.0	—13.5	62,120	56.2	— 6.0	—38.2	18.77	20.01
Stoves and furnaces.....	8	582	64.7	+ 3.4	—17.8	13,230	48.2	+24.5	—32.7	22.73	18.88
Foundries.....	35	5,500	60.4	+ 4.1	—27.1	88,416	33.8	—10.3	—50.3	16.08	17.18
Machinery and parts.....	45	7,602	74.6	— 1.8	—19.4	140,553	46.5	— 8.3	—38.4	18.49	19.78
Electrical apparatus.....	22	28,340	100.4	+ 1.3	—19.3	585,072	79.4	— 7.1	—40.2	20.64	22.51
Engines and pumps.....	10	1,859	49.5	+ 7.4	—36.1	33,543	33.2	+ 0.9	—52.1	18.04	19.15
Hardware and tools.....	21	4,924	68.0	+ 4.1	—17.2	78,049	46.5	—11.1	—30.6	15.85	17.05
Brass and bronze products.....	13	2,460	62.6	+ 0.6	—22.7	53,599	48.3	— 2.2	—34.0	21.79	22.34
Transportation equipment: (5) 74%	37	16,424	44.0	— 2.4	—35.4	342,213	30.5	+ 1.0	—50.5	20.84	20.17
Automobiles.....	4	2,615	52.6	+ 2.5	+ 8.2	37,841	20.4	+ 1.5	—35.2	14.47	14.61
Automobile bodies and parts.....	11	3,328	49.1	—12.0	—22.9	106,323	52.3	+11.8	+ 5.4	31.95	25.09
Locomotives and cars.....	12	6,299	23.5	+ 2.2	—45.6	129,995	16.6	+ 5.1	—58.5	20.64	20.16
Railroad repair shops.....	6	2,391	60.1	—10.3	—16.9	42,008	39.2	—25.9	—41.9	17.57	21.24
Shipbuilding.....	4	1,791	40.7	+ 8.0	—57.9	26,046	33.6	— 0.9	—77.4	14.54	15.80
Textile products: (11) 30%	163	51,214	85.6	+ 2.8	— 5.9	861,904	70.3	— 2.5	—15.3	16.83	17.68
Cotton goods.....	13	2,952	62.9	+ 2.4	+ 4.3	53,415	50.9	—15.3	— 9.3	18.09	21.86
Woolens and worsteds.....	13	3,712	63.1	+ 4.1	+ 4.0	72,095	52.1	—12.7	—12.3	19.42	23.22
Silk goods.....	44	15,918	88.2	+ 7.3	— 4.4	261,421	85.6	+ 6.7	— 5.0	16.42	16.46
Textile dyeing and finishing.....	12	1,664	88.3	+ 4.5	— 5.1	36,398	79.2	— 2.8	—13.1	21.87	23.54
Carpets and rugs.....	9	2,669	64.5	+ 0.3	+11.4	55,622	52.7	— 0.6	+21.4	20.84	20.98
Hats.....	3	2,881	73.7	— 3.0	—24.5	52,308	54.7	+ 0.7	—25.1	18.16	17.49
Hosiery.....	31	14,673	99.0	+ 1.6	—12.8	240,129	75.9	+ 6.1	—29.0	16.37	17.13
Knit goods, other.....	13	2,488	91.0	+ 5.2	—11.5	37,615	78.1	+ 5.7	—23.8	15.12	15.00
Men's clothing.....	9	838	83.3	+ 1.0	+ 2.8	12,245	74.5	+ 3.6	— 3.0	14.61	14.24
Women's clothing.....	8	1,184	104.3	+ 3.1	+ 0.9	13,109	83.7	— 3.7	—20.5	11.07	11.14
Shirts and furnishings.....	8	2,235	150.2	+ 7.3	+11.1	27,547	123.4	— 4.9	+ 0.5	12.33	13.92



# EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS Week Ended		
		No. of Wage Earners Week Ended Sept. 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Sept. 15, 1931	Index Numbers 1923-1925 = 100					
			Per cent change compared with				Sept., 1931	Per cent change compared with				
			Sept., 1931	Aug., 1931	Sept., 1930			Aug., 1931	Sept., 1930			
Foods and tobacco: (5) 32%	91	21,441	106.3	+ 2.5	— 2.9	\$ 397,931	93.6	+ 1.6	—10.2	\$18.56	Aug. 15, 1931	\$18.72
Bread and bakery products.....	27	3,873	105.3	+ 0.8	— 3.9	98,168	95.9	+ 0.5	—11.4	25.35		25.35
Confectionery.....	13	4,709	107.1	+ 13.3	+ 1.6	83,756	97.6	+ 22.8	— 1.0	17.79		16.54
Ice cream.....	11	1,313	106.8	— 9.4	— 0.7	41,316	105.3	— 5.7	— 5.0	31.47		30.21
Meat packing.....	14	1,936	93.9	+ 1.1	— 1.7	49,767	79.0	+ 0.1	—14.1	25.93		25.93
Cigars and tobacco.....	26	9,610	103.4	+ 0.6	— 4.8	124,924	83.2	+ 5.2	—14.1	13.00		13.96
Stone, clay and glass products: (3) 42%	68	10,561	56.6	— 1.2	—14.5	201,465	38.6	— 2.8	—30.7	19.08		18.89
Brick, tile and pottery.....	34	3,814	66.2	— 6.8	—16.5	59,741	40.0	— 7.8	—36.2	15.66		15.82
Cement.....	15	4,046	49.5	— 8.3	—18.9	91,365	35.5	—11.5	—35.6	22.58		23.38
Glass.....	19	2,701	57.6	+ 22.8	— 6.2	50,359	45.6	+ 26.0	—13.0	18.64		16.06
Lumber products: (3) 27%	52	4,078	61.0	+ 0.7	—19.4	88,686	58.3	+ 1.0	—17.5	21.75		21.59
Lumber and planing mills.....	16	789	34.1	+ 0.9	—49.6	14,030	27.7	—13.2	—49.4	17.78		20.67
Furniture.....	30	2,459	73.5	+ 0.5	— 2.1	59,373	73.2	+ 3.0	— 6.3	24.15		23.56
Wooden boxes.....	6	830	63.2	+ 1.0	—14.8	15,283	60.1	+ 11.7	— 8.0	18.41		16.63
Chemical products: (5) 47%	56	10,792	85.2	— 2.7	— 7.1	263,778	74.6	— 8.7	—20.9	24.44		25.98
Chemicals and drugs.....	33	1,089	64.8	+ 3.3	— 5.3	28,713	60.6	+ 3.8	— 8.2	26.37		26.29
Coke.....	3	1,734	58.8	— 9.7	—30.8	29,976	32.4	—12.0	—58.9	17.29		17.80
Explosives.....	3	492	76.4	— 2.8	— 2.4	11,209	80.2	— 9.8	—16.0	22.78		24.57
Paints and varnishes.....	11	1,301	86.9	+ 0.6	— 2.8	28,575	76.6	+ 0.1	—10.3	21.96		22.06
Petroleum refining.....	6	6,176	124.3	— 2.5	+ 0.8	165,305	116.0	—11.0	—10.3	26.77		29.32
Leather and rubber products: (4) 46%	45	10,638	97.0	+ 0.1	— 3.3	219,963	89.2	— 5.0	—14.4	20.68		21.80
Leather tanning.....	17	5,596	101.8	— 0.9	— 8.9	131,823	93.0	— 4.3	—18.1	23.56		24.45
Shoes.....	17	3,533	100.2	+ 2.8	+ 4.3	50,927	86.7	— 3.6	—11.9	14.41		15.38
Leather products, other.....	7	656	82.8	— 2.5	+ 5.7	14,468	78.2	— 6.1	— 8.2	22.05		22.91
Rubber tires and goods.....	4	853	87.5	— 2.6	— 0.2	22,745	94.9	—10.9	— 1.5	26.66		29.14



EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Sept. 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Sept. 15, 1931	Index Numbers 1923-1925 = 100			Sept. 15, 1931	Aug. 15, 1931
			Sept., 1931	Per cent change compared with			Sept., 1931	Per cent change compared with			
				Aug., 1931	Sept., 1930			Aug., 1931	Sept., 1930		
Paper and printing: (3) 30%	66	12,332	91.0	+ 1.0	— 6.5	\$ 352,608	86.9	+ 1.2	—15.3	\$28.59	\$28.45
Paper and wood pulp.....	13	3,639	78.3	— 2.7	— 5.8	77,146	60.3	—11.2	—23.6	21.20	23.19
Paper boxes and bags.....	10	1,009	83.2	+ 9.0	— 8.9	15,679	81.8	+ 7.9	—17.6	15.54	15.69
Printing and publishing.....	43	7,684	96.9	+ 1.8	— 5.4	259,783	98.4	+ 5.2	—11.0	33.81	32.67
Anthracite coal mining <sup>2</sup> 80%.....	159	109,392	77.8	+18.8	—15.3	2,536,718	55.0	+15.1	—29.7	23.19	23.95
Bituminous coal mining <sup>3</sup> 22%.....	393	55,436	75.2	+ 0.2	—11.0	849,375	45.7	— 3.5	—35.6	15.32	16.00
Building and contracting 5%.....	59	4,341	78.3	— 7.8	—25.9	104,492	59.5	— 4.2	—32.9	24.07	23.07
Road building—State Highways <sup>4</sup> 100%.....	8 Div.	24,836	.....	+29.0	+ 4.8	.....	.....	.....	.....	.....	.....
Construction.....	8 Div.	5,074	.....	+27.8	—65.2	.....	.....	.....	.....	.....	.....
Maintenance.....	8 Div.	19,762	.....	+61.6	+116.9	.....	.....	.....	.....	.....	.....
Street railways 55%.....	5	13,070	77.3	+ 0.3	— 6.1	391,781	71.8	— 4.5	—15.3	29.98	31.44
Retail trade 20%.....	69	25,459	89.8	+ 6.8	— 7.4	.....	.....	.....	.....	.....	.....
Wholesale trade 12%.....	80	3,816	90.1	+ 0.1	— 1.1	.....	.....	.....	.....	.....	.....

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

<sup>2</sup>Anthracite figures are from the Anthracite Bureau of Information.

<sup>3</sup>Bituminous figures are from the U. S. Bureau of Labor Statistics. (Chain index—January, 1929 = 100)

<sup>4</sup>Data as of September 1, 1931, Department of Highways report.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>—(Continued)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Sept. 15, 1931	Total Weekly Wages Week Ended Sept. 15, 1931	Total Weekly Employee Hours		Average Hourly Earnings Week Ended	
				Sept. 15, 1931	Aug. 15, 1931	Sept. 15, 1931	Aug. 15, 1931
ALL MANUFACTURING INDUSTRIES: (48).....	573	187,008	\$3,685,167	6,715,528	6,960,280	\$ .549	\$ .556
Metal products:	203	102,797	1,975,057	3,277,417	3,476,470	.603	.607
Blast furnaces.....	10	1,307	28,169	47,018	48,738	.599	.600
Steel works and rolling mills.....	38	48,231	896,108	1,435,698	1,499,242	.624	.635
Iron and steel forgings.....	9	1,109	18,783	35,089	38,361	.535	.554
Structural iron work.....	8	2,640	53,588	89,286	104,598	.600	.615
Steam and hot water heating appliances.....	12	2,354	43,068	74,635	75,050	.577	.575
Stoves and furnaces.....	4	227	4,625	6,573	6,403	.704	.679
Foundries.....	29	5,646	93,115	152,602	160,902	.610	.589
Machinery and parts.....	36	6,172	109,714	186,971	203,734	.587	.587
Electrical apparatus.....	21	28,186	582,057	977,372	1,051,541	.596	.597
Engines and pumps.....	10	1,859	33,543	56,128	54,777	.598	.606
Hardware and tools.....	15	3,650	60,087	120,687	135,191	.498	.498
Brass and bronze products.....	11	2,416	52,300	95,358	97,921	.548	.549
Transportation equipment:	29	13,641	271,572	441,675	424,899	.615	.607
Automobiles.....	4	2,615	37,841	59,240	58,670	.639	.634
Automobile bodies and parts.....	8	3,039	100,918	156,832	142,006	.643	.629
Locomotives and cars.....	9	4,686	87,333	160,025	147,691	.546	.544
Railroad repair shops.....	4	1,510	19,434	27,174	35,079	.715	.702
Shipbuilding.....	4	1,791	26,046	38,404	41,453	.678	.633
Textile products:	96	30,070	501,055	1,224,358	1,237,885	.409	.434
Cotton goods.....	11	1,665	29,896	62,836	73,103	.476	.485
Woolens and worsteds.....	8	1,624	30,628	67,271	86,962	.455	.481
Silk goods.....	28	12,395	202,143	528,598	510,686	.382	.476
Textile dyeing and finishing.....	7	786	19,354	37,666	37,719	.514	.507
Carpets and rugs.....	6	1,925	41,124	83,303	79,227	.494	.505
Hosiery.....	14	7,382	118,945	260,803	272,299	.456	.533
Knit goods, other.....	10	1,887	29,859	80,400	75,088	.371	.385
Men's clothing.....	3	208	2,598	8,974	6,310	.290	.286
Women's clothing.....	6	1,025	11,877	44,062	50,537	.270	.245
Shirts and furnishings.....	3	1,173	14,631	50,445	47,954	.290	.234

# EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Sept. 15, 1931	Total Weekly Wages Week Ended Sept. 15, 1931	Total Weekly Employe Hours			Average Hourly Earnings Week Ended	
				Sept. 15, 1931	Aug. 15, 1931	Per Cent Change	Sept. 15, 1931	Aug. 15, 1931
Foods and tobacco:	53	8,568	\$ 180,045	398,216	391,075	+ 1.8	\$ .452	\$ .453
Bread and bakery products.....	21	2,139	49,785	106,879	105,185	+ 1.6	.466	.468
Confectionery.....	7	2,261	44,545	105,776	79,725	+32.7	.421	.436
Ice cream.....	8	839	26,698	48,170	56,326	-14.5	.554	.521
Meat packing.....	9	1,074	28,308	53,895	53,791	+ 0.2	.525	.526
Cigars and tobacco.....	8	2,255	30,709	83,496	96,048	-13.1	.368	.374
Stone, clay and glass products:	44	7,608	146,124	284,316	303,471	- 6.3	.514	.523
Brick, tile and pottery.....	22	2,523	40,750	83,359	92,764	-10.1	.489	.495
Cement.....	10	3,261	70,861	131,246	153,650	-14.6	.540	.531
Glass.....	12	1,824	34,513	69,711	57,057	+22.2	.495	.551
Lumber products:	45	3,165	73,217	134,665	134,644	+ 0.0	.544	.535
Lumber and planing mills.....	13	521	1,093	21,302	25,021	-14.9	.497	.506
Furniture.....	28	2,195	53,987	94,933	92,420	+ 2.7	.569	.557
Wooden boxes.....	4	449	8,637	18,430	17,203	+ 7.1	.469	.456
Chemical products:	24	7,640	196,945	347,770	371,399	- 6.4	.566	.584
Chemicals and drugs.....	10	627	17,531	35,194	33,524	+ 5.0	.498	.503
Paints and varnishes.....	9	1,266	27,920	53,406	54,296	- 1.6	.523	.513
Petroleum refining.....	5	5,747	151,494	259,170	283,579	- 8.6	.585	.607
Leather and rubber products:	29	5,683	122,136	262,602	273,101	- 3.8	.465	.472
Leather tanning.....	8	2,156	56,256	105,736	110,209	- 4.1	.532	.533
Shoes.....	11	2,083	29,629	92,698	92,437	+ 0.3	.320	.327
Leather products, other.....	6	591	13,506	25,077	26,685	- 6.0	.539	.542
Rubber tires and goods.....	4	853	22,745	39,091	43,770	-10.7	.582	.583
Paper and printing:	50	7,836	218,916	344,509	347,336	- 0.8	.635	.630
Paper and wood pulp.....	9	2,843	65,358	123,216	138,173	-10.8	.530	.531
Paper boxes and bags.....	7	600	10,005	29,156	24,501	+19.0	.343	.369
Printing and publishing.....	34	4,393	143,553	192,137	184,662	+ 4.0	.747	.742
Building and contracting.....	49	3,602	83,549	148,069	170,329	-13.1	.564	.538

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—CITY AREAS<sup>1</sup>

CITY AREA	No. of Plants Reporting	EMPLOYMENT					PAYROLLS					AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Sept. 15, 1931	Index Numbers 1923-1925 = 100				Total Weekly Payroll Week Ended Sept. 15, 1931	Index Numbers 1923-1925 = 100				Week Ended	
			Per cent change compared with					Per cent change compared with					
			Sept., 1931	Aug., 1931	Sept., 1930			Sept., 1931	Aug., 1931	Sept., 1930			
Allentown—Bethlehem—Easton.....	76	20,324	61.5	+ 3.0	-22.9	\$ 430,060	47.5	- 1.7	-41.1	\$21.16	\$22.21		
Altoona.....	14	2,256	76.5	+ 3.5	- 1.4	34,354	55.0	- 8.9	-24.8	15.23	17.32		
Erie.....	24	7,603	76.8	- 3.3	-21.7	167,360	59.6	- 7.3	-36.7	22.01	22.86		
Harrisburg.....	33	7,669	66.7	- 0.9	-28.7	152,192	54.5	+ 4.0	-38.4	19.85	18.91		
Hazleton—Pottsville.....	19	3,142	76.8	+ 2.1	-17.2	54,464	68.8	- 4.0	-17.9	17.33	18.45		
Johnstown.....	15	4,018	38.4	-21.6	-49.5	114,196	31.7	-25.2	-51.8	28.42	29.71		
Lancaster.....	29	4,797	74.5	+ 2.9	- 2.1	96,896	66.4	+ 4.1	- 2.1	20.20	19.98		
New Castle.....	11	2,955	41.0	- 7.2	-41.6	39,997	19.0	-36.0	-69.3	13.54	19.59		
Philadelphia.....	244	81,657	80.4	0.0	-15.5	1,840,839	69.8	- 5.4	-27.2	22.54	23.83		
Pittsburgh.....	89	57,983	63.7	+ 0.3	-18.3	1,014,821	40.1	- 1.5	-44.8	17.50	17.72		
Reading—Lebanon.....	67	20,380	77.1	- 2.2	-12.6	332,068	51.1	- 4.1	-29.2	16.29	16.61		
Scranton.....	36	4,925	66.4	+ 5.6	-13.2	81,587	61.3	+ 1.8	-14.1	16.57	17.18		
Sunbury.....	24	7,454	69.8	+ 3.6	-12.4	121,809	54.4	+ 3.6	-30.0	16.34	16.32		
Wilkes-Barre.....	22	6,074	92.8	+ 6.8	- 0.4	88,925	77.9	+11.9	-15.4	14.64	13.86		
Williamsport.....	25	3,953	66.8	+ 0.5	-10.8	64,270	48.9	+ 1.5	-27.1	16.26	16.09		
York.....	47	5,571	85.4	+ 0.2	-14.2	92,578	66.9	- 5.2	-27.4	16.62	17.51		

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

## FATAL ACCIDENTS IN INDUSTRY INCREASE IN SEPTEMBER

Accidents in industry declined in September to the lowest total recorded for any September since the inception of the Compensation Act in 1916. Reports of 9,221 industrial accidents were received at the Bureau of Workmen's Compensation during September, 1931, including 132 fatal accidents. The previous low mark of industrial casualties for the month of September was recorded during the industrial depression of 1921 when 11,405 accidents, including 161 fatalities, were reported.

Fatal accidents in September, 1931, numbered 132, an increase of 10, or 7.6 per cent, as compared with the total for August. Non-fatal accidents totaled 9,089 in September, a reduction of 96, or 1.0 per cent, from the total for the previous month. In comparison with the accident totals for September, 1930, fatal accidents for September, 1931, show a decrease of 34, or 20.5 per cent, and non-fatalities declined 2,701, or 22.9 per cent.

Of the 132 fatal accidents reported during September, 84 were charged to the manufacturing and coal mining industries. The mining of coal continued to claim a large death toll. The anthracite industry reported 38 deaths from accident in September, an increase of 3, while fatalities in the bituminous industry numbered 25, or 4 more than in August. Manufacturing industries reported 21 fatalities in September, an increase of 7 over August. Three additional deaths in the metal industries and four in the making of chemicals and allied products accounted for this increase of seven fatalities for the manufacturing industries. Large fatal accident totals in September were also reported for the construction and contracting industry and for state and municipal employment. Construction and contracting deaths numbered 16 in September as compared with 13 in August. Fourteen fatal accidents in state and municipal employment were reported in September, as against 13 in August. September fatality totals for other industry groups were as follows: trading 7, an increase of 2; public utilities 3, an increase of one; transportation 3, a reduction of 6; quarrying one, a decrease of 2; and miscellaneous industries 4, a decrease of 3 as compared with August. No fatal accidents were reported from the hotel and restaurant group during July, August, and September.



ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
ACCIDENT REPORTS RECEIVED

1930	Total			General Industrial		Coal Mining		Transportation and Public Utilities	
	Total	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
TOTAL—1931.....	84,772	1,170	83,602	533	51,511	523	28,444	114	3,647
January.....	10,767	153	10,614	59	6,237	75	3,864	19	513
February.....	9,044	117	8,927	47	5,116	55	3,429	15	382
March.....	9,219	128	9,091	59	5,254	61	3,445	8	392
April.....	9,198	122	9,076	51	5,504	59	3,190	12	382
May.....	9,075	142	8,933	74	5,503	58	3,091	10	339
June.....	9,026	128	8,898	60	5,509	55	2,987	13	402
July.....	9,915	126	9,789	65	6,602	41	2,767	20	420
August.....	9,307	122	9,185	55	5,929	56	2,809	11	447
September.....	9,221	132	9,089	63	5,857	63	2,862	6	370
TOTAL—Nine Months, 1930....	110,957	1,372	109,585	642	69,770	623	34,249	107	5,566
GRAND TOTAL..	2,726,410	35,845	2,690,565	15,394	1,701,826	15,163	764,725	5,288	224,014

<sup>1</sup>Since the inception of the Act—January 1, 1916.

## FALLING OBJECTS KILL 41 WORKERS IN SEPTEMBER

The number of deaths and injuries sustained by Pennsylvania workers because they are unfortunate enough to be in the way of some falling object is appalling. In September, 41 workers were killed by falling objects, and 1,210 employes were more or less seriously injured. It is significant that the September fatalities resulting from objects falling and striking workers occurred in only two industries, the construction and contracting and the coal mining industry groups. Falls of coal and of mine roofs caused the deaths of 24 anthracite mining employes and of 15 workers in the bituminous mines during September. A construction worker was instantly killed while at work in the cellar of a house under construction when supporting timbers gave way, causing the house to collapse. Another construction employe was working in a well when the sides caved in, crushing him to death. In the following tabulation the September fatalities resulting from the fall of material during industrial operations are listed according to the cause of the accident.

<i>Cause of Accident</i>	<i>Number of Workers Killed</i>
Fall of mine roof (slate, rock, timber, etc.) . . . . .	27
Fall of coal . . . . .	12
Collapse of buildings and walls . . . . .	2
	—
Total killed by falling objects . . . . .	41

Preventing the fall of objects in industry is a challenge to industrial management. The engineering and economic problems are just as important as the humanitarian. When material of one kind or another falls, a worker may or may not be killed or injured, but in every instance industrial waste occurs in the form of lost time and motion in cleaning away the debris, in spoiled material, and in interruption of the orderly processes of production. Training employes in safe and efficient working practices, and effectively supervising them in their work, are functions of management. When industrial leaders accept their responsibility for the prevention of falling objects in industry, accidents of this nature, and the economic waste associated with them, will be greatly curtailed.

Other agencies of death to Pennsylvania workers in September were: cars and engines, 19; explosive substances, 16; falls of persons, 13; motor vehicles, 9; and electricity, 8. Handling objects, falls of persons, falling objects, hand tools, working machinery and processes, stepping upon or striking against objects, and cars and engines were the principal causes of non-fatal injuries, accounting for 80 per cent of the non-fatal accidents reported during September.

# ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING SEPTEMBER, 1931

CAUSE	Total of All Industries			Construction and Contracting			Coal Mining			Manufacturing																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
	Total of All Industries			Building Construction			Other Construction			Contracting			Anthracite			Bituminous			Quarrying and Mining other than Coal Mining			Total of Manufacturing Industries								Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and Their Products		Paper and Paper Products and Publishing		Textiles																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
				F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF

\*F. = Fatal.  
N. F. = Non-fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
DURING SEPTEMBER, 1931—(Concluded)

44

CAUSE	Manufacturing— (Concluded)										Transportation and Public Utilities				Other Industries																
	Metals and Metal Products										Other	Steam Railroads	Other Transportation		Public Utilities	Hotels and Restaurants	Trading		State and Municipal	Miscellaneous											
	Total	Blast Furnaces and Steel Works	Rolling Mills	Foundries and Machine Shops	Fabrication	Car Repair Shops	Automobile Service Stations	Other	NF	F			NF	F			NF	F			NF	F	NF	F	NF						
* F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
TOTAL OF ALL CAUSES.....																															
Working machinery and processes.....																															
Boilers and pressure apparatus.....																															
Pumps and prime movers.....																															
Transmission apparatus.....																															
Elevators and hoists.....																															
Cranes and derricks.....																															
Cars and engines.....																															
Motor vehicles.....																															
Other vehicles.....																															
Hand trucks.....																															
Water and air craft.....																															
Handling objects—by hand.....																															
Hand tools.....																															
Electricity.....																															
Explosive substances.....																															
Hot and corrosive substances.....																															
Falling objects.....																															
Falls of persons.....																															
Stepping upon or striking against objects.....																															
Miscellaneous.....																															

\*F. = Fatal.  
N. F. = Non-fatal.

## ACCIDENT TOTAL FOR FIRST NINE MONTHS OF 1931 IS LOWEST ON RECORD

Accidents in industry for the first nine months of 1931 fell to the lowest level on record and were 16.1 per cent less than the total for the corresponding months in the depression year of 1922. The fatal accident total for the first nine months of 1931 shows a decline of 14.7 per cent and non-fatal accidents a decrease of 23.7 per cent as compared with the accident totals for the same period in 1930. Decreases of 16 per cent and more in both fatal and non-fatal accidents are shown for the general industrial and coal mining groups. The transportation and public utility group experienced a reduction of 34.5 per cent in non-fatal accidents, but the number of fatalities increased 6.5 per cent. The accident figures for the three main divisions of industry for the first nine months of 1931 as compared with the record for the first nine months of 1930 are as follows:

### ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

INDUSTRY	Nine Months, 1931		Nine Months, 1930		Per Cent Increase or Decrease in 1931	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
General industrial.....	533	51,511	642	69,770	-17.0	-26.2
Coal mining.....	523	28,444	623	34,249	-16.0	-16.9
Transportation and public utilities....	114	3,647	107	5,566	+ 6.5	-34.5
TOTAL.....	1,170	83,602	1,372	109,585	-14.7	-23.7

### COMPENSATION

Agreements for the payment of compensation to injured workers, or to the dependents of those fatally injured, were approved in 5,517 cases during September, 1931, involving payments to the amount of \$1,076,273. This amount was apportioned over the various classes of disability as follows:

121 fatal cases.....	\$432,760
219 permanent disability cases.....	297,020
5,177 temporary disability cases.....	346,493

Compensation awards for the first nine months of 1931 total \$11,015,404 as compared with \$11,997,330 for the first nine months of 1930, a decline in 1931 of \$981,926, or 8.2 per cent.

Awards in permanent disability cases in September declined 31 per cent as compared with August. The 219 cases of permanent disability compensated during September included awards for the loss, or loss of use of, 28 eyes, 4 arms,



**INDUSTRIAL ACCIDENT FREQUENCY FOR SEPTEMBER, 1931, BY COUNTY**  
**Industries in Juniata County Prove to be Safest Work Place in State During September**  
**Industries in Cameron County were Most Hazardous.**

COUNTY <sup>1</sup>	Number of Accidents Reported		Rate of Accidents per 1,000 of Working Population <sup>2</sup>		Comparative Rank of Low Accident Frequency
	Fatal	Non-fatal	September, 1931	Equivalent Annual Rate	
All Counties (67)—Total.....	132	9,089	2.48	30.17	..
Adams.....	..	29	2.13	25.92	30
Allegheny.....	19	1,237	2.34	28.47	34
Armstrong.....	1	82	3.22	39.18	50
Beaver.....	1	92	1.74	21.17	15
Bedford.....	1	34	3.00	36.50	45
Berks.....	2	172	1.75	21.29	16
Blair.....	3	65	1.42	17.28	9
Bradford.....	..	24	1.35	16.43	8
Bucks.....	2	67	1.80	21.90	17
Butler.....	3	54	2.00	24.33	26
Cambria.....	3	239	3.70	45.02	57
Cameron.....	1	20	11.21	136.39	67
Carbon.....	..	58	2.68	32.61	38
Centre.....	..	37	2.24	27.25	32
Chester.....	2	87	1.84	22.39	18
Clarion.....	1	38	3.53	42.95	53
Clearfield.....	..	87	3.22	39.18	51
Clinton.....	..	31	2.85	34.68	40
Columbia.....	..	51	2.96	36.01	44
Crawford.....	..	37	1.58	19.22	12
Cumberland.....	..	48	1.86	22.63	20
Dauphin.....	2	153	2.35	28.59	35
Delaware.....	2	167	1.48	18.01	11
Elk.....	..	42	3.69	44.90	56
Erie.....	..	140	2.10	25.55	29
Fayette.....	3	177	2.94	35.77	43
Forest.....	..	16	8.76	106.58	66
Franklin.....	..	43	1.92	23.36	23
Fulton.....	..	8	2.69	32.73	39
Greene.....	1	41	3.06	37.23	46
Huntingdon.....	..	26	1.89	23.00	21
Indiana.....	3	66	2.94	35.77	42
Jefferson.....	..	42	2.53	30.78	36
Juniata.....	..	2	1.43	5.23	1
Lackawanna.....	13	600	5.43	66.07	64
Lancaster.....	3	168	2.18	26.52	31
Lawrence.....	..	36	1.08	13.14	6
Lebanon.....	2	102	3.89	47.33	59
Leligh.....	2	70	1.04	12.65	5
Luzerne.....	15	923	5.92	72.03	65
Lycoming.....	1	102	2.86	34.80	41
McKean.....	1	74	3.58	43.56	54
Mercer.....	..	50	1.44	17.52	10
Mifflin.....	..	46	3.11	37.84	48
Monroe.....	..	36	3.29	40.03	52
Montgomery.....	1	198	1.86	22.63	19
Montour.....	..	4	.80	9.73	2
Northampton.....	..	112	1.72	20.93	14
Northumberland.....	3	192	4.32	52.56	61
Perry.....	..	14	1.92	23.36	24
Philadelphia.....	20	1,405	1.60	19.47	13
Pike.....	..	13	4.26	51.83	60
Potter.....	1	12	2.03	24.70	28
Schuylkill.....	9	409	5.05	61.44	62
Snyder.....	..	6	.91	11.07	3
Somerset.....	5	124	5.11	62.17	63
Sullivan.....	..	5	1.92	23.36	22
Susquehanna.....	..	13	1.08	13.14	7
Tioga.....	..	42	3.77	45.87	58
Union.....	..	13	2.01	24.46	27
Venango.....	..	50	2.29	27.86	33
Warren.....	..	48	3.09	37.60	47
Washington.....	5	246	3.63	44.17	55
Wayne.....	..	34	3.19	38.81	49
Westmoreland.....	1	256	2.63	32.00	37
Wyoming.....	..	5	.95	11.56	4
York.....	2	131	1.93	23.48	25
Out of State.....	1	38	....	....	..

<sup>1</sup>Counties having an accident rate higher than the average for all counties are printed in red.

<sup>2</sup>Rate is of accidents in all industries including the coal mining and transportation and public utility industries.

17 hands, 77 fingers, 58 part fingers, 11 legs, and 11 feet. Awards also were made in 11 cases for facial disfigurement, in 18 cases for miscellaneous permanent partial disability, and in 9 cases for miscellaneous permanent total disability. No compensation awards were made in September for the double loss of eyes, hands, arms, legs, or feet.

The average time loss for the 5,177 cases of temporary disability compensated during September was 39.8 days as compared with an average time loss of 41.0 days for the cases compensated in August. The average length of disability for all temporary injury cases compensated during the first nine months of 1931 was 41.7 days as compared with an average of 42.6 days for the temporary disability cases compensated during the nine months of 1930.

AGREEMENTS APPROVED BY THE BUREAU OF WORKMEN'S COMPENSATION

1931	Total	Fatal	Permanent Disability	Temporary Disability
TOTAL—Nine Months, 1931.....	54,753	1,241	2,640	50,872
January.....	7,396	134	373	6,889
February.....	6,829	192	296	6,341
March.....	6,124	151	333	5,640
April.....	7,193	150	318	6,725
May.....	4,743	99	264	4,380
June.....	5,565	156	281	5,128
July.....	5,326	129	239	4,958
August.....	6,060	109	317	5,634
September.....	5,517	121	219	5,177
TOTAL—Nine Months, 1930.....	65,715	1,294	2,518	61,903
GRAND TOTAL <sup>1</sup> .....	1,152,828	30,299	36,907	1,085,622

<sup>1</sup>Since the inception of the Act—January 1, 1916.

## COMPENSATION AWARDED AND PAID

1931	AWARDED				PAID			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
TOTAL—Nine Months, 1931.....	\$ 11,015,404	\$ 4,081,463	\$ 3,359,778	\$ 3,574,163	\$ 10,222,254	\$ 3,188,817	\$ 3,459,274	\$ 3,574,163
January.....	1,339,241	435,014	457,217	447,010	1,216,742	339,481	430,251	447,010
February.....	1,361,529	533,737	368,450	459,342	1,134,901	297,335	378,224	459,342
March.....	1,349,202	512,483	419,075	417,644	1,165,208	370,828	376,736	417,644
April.....	1,402,269	541,415	383,012	477,842	1,206,031	348,815	379,374	477,842
May.....	981,615	293,981	350,002	337,632	1,115,682	402,280	375,770	337,632
June.....	1,229,229	486,154	380,851	362,224	1,134,993	381,271	391,498	362,224
July.....	1,104,972	441,623	318,104	345,245	1,109,726	388,650	375,831	345,245
August.....	1,171,074	404,296	386,047	380,731	1,111,158	351,681	378,746	380,731
September.....	1,076,273	432,760	297,020	346,493	1,027,813	308,476	372,844	346,493
TOTAL—Nine Months, 1930.....	\$ 11,997,330	\$ 4,500,799	\$ 2,838,405	\$ 4,658,126	\$ 10,509,580	\$ 2,950,708	\$ 2,900,746	\$ 4,658,126
GRAND TOTAL.....	\$193,247,610	\$87,927,940	\$42,597,156	\$62,722,514	\$143,988,697	\$43,650,158	\$37,616,025	\$62,722,514

<sup>a</sup>Since the inception of the Act—January 1, 1916.

## COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION

PERMANENT INJURIES<sup>2</sup>

1931	Loss of Eyes		Loss of Arms		Loss of Hands		Loss of Fingers		Loss of Phalanges	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Nine Months, 1931...	359	\$ 648,538	62	\$ 173,836	168	\$ 400,254	1,045	\$ 414,297	672	\$ 154,762
January.....	55	101,049	10	29,551	29	69,846	146	58,582	91	21,612
February.....	35	62,907	12	35,055	18	44,010	115	44,429	80	20,034
March.....	41	73,397	9	27,640	19	45,128	126	52,135	96	21,486
April.....	35	60,104	6	13,769	16	37,114	99	38,342	96	21,769
May.....	46	84,504	8	21,611	17	40,202	114	45,580	57	13,001
June.....	37	64,132	5	14,599	19	39,805	133	52,075	65	14,682
July.....	38	73,942	4	11,592	9	23,657	109	41,409	50	12,724
August.....	44	81,125	4	9,580	24	59,831	126	49,463	79	17,054
September.....	28	47,378	4	10,439	17	40,661	77	32,282	58	12,400
TOTAL—Nine Months, 1930.	364	\$ 664,071	63	\$ 178,882	148	\$ 364,122	1,091	\$ 449,354	830	\$ 190,251
GRAND TOTAL <sup>1</sup> .....	8,978	\$13,190,211	1,195	\$2,818,631	3,645	\$7,029,593	12,387	\$4,604,505	9,761	\$1,994,942

<sup>1</sup>Since the inception of the Act—January 1, 1916.<sup>2</sup>Multiple losses separated respectively.



## PERMANENT INJURIES—(Concluded)

1931	Loss of Legs		Loss of Feet		Facial Disfigurement		Miscellaneous			
							Per Total Dis.		Per Par. Dis. <sup>3</sup>	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Nine Months, 1931...	135	\$ 383,468	143	\$ 298,921	223	\$ 74,794	93	\$ 473,431	147	\$337,477
January.....	12	36,300	18	37,558	22	6,748	9	47,525	22	48,446
February.....	16	37,778	19	37,971	33	9,105	10	52,068	12	25,093
March.....	22	60,759	20	43,772	31	15,011	8	45,102	17	34,645
April.....	21	59,949	18	37,668	38	13,582	9	49,228	21	51,487
May.....	10	28,465	11	23,285	17	2,700	11	54,107	13	36,547
June.....	14	42,972	19	37,950	14	2,251	18	89,445	11	22,940
July.....	14	36,402	14	30,073	23	6,349	11	53,992	10	27,964
August.....	15	47,609	13	27,311	34	13,396	8	38,889	23	41,789
September.....	11	33,234	11	23,333	11	5,652	9	43,075	18	48,566
TOTAL—Nine Months, 1930.	90	\$ 257,215	113	\$ 235,547	129	\$ 63,082	60	\$ 311,439	47	\$121,442
GRAND TOTAL <sup>1</sup> .....	1,721	\$4,046,726	2,339	\$4,100,731	1,047	\$511,060	833	\$3,746,465	234	\$554,292

<sup>1</sup>Since the inception of the Act—January 1, 1916.<sup>2</sup>Multiple losses separated respectively.<sup>3</sup>New classification established July 1, 1930.

## FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1927			1928			1929			1930			1931		
	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
January.....	170	14,497	14,667	161	11,975	12,136	161	13,644	13,806	180	14,107	14,287	153	10,614	10,767
February.....	184	13,101	13,285	145	11,912	12,057	137	12,140	12,277	155	11,914	12,069	117	8,927	9,044
March.....	354	27,952	28,306	306	23,887	24,193	298	25,784	26,082	335	26,021	26,356	270	19,541	19,811
April.....	162	14,332	14,494	145	12,839	12,984	195	13,712	13,907	115	12,089	12,204	128	9,091	9,219
May.....	516	41,930	42,446	451	36,426	36,877	493	39,496	39,989	450	38,110	38,560	398	28,632	29,030
June.....	169	12,693	12,862	139	10,928	11,067	151	12,593	12,744	167	11,309	11,476	122	9,076	9,198
July.....	685	54,623	55,308	590	47,354	47,944	644	52,089	52,733	617	49,419	50,036	520	37,708	38,228
August.....	172	12,869	13,041	360	13,041	13,401	179	13,677	13,856	124	12,059	12,183	142	8,933	9,075
September.....	857	67,492	68,349	950	60,395	61,345	823	65,766	66,589	741	61,478	62,219	662	46,641	47,303
October.....	185	13,441	13,626	190	12,803	12,993	137	13,679	13,816	139	11,871	12,010	128	8,898	9,026
November.....	1,042	80,933	81,975	1,140	72,898	74,038	960	79,445	80,405	880	73,349	74,229	790	55,539	56,329
December.....	176	12,548	12,724	138	12,291	12,429	172	13,302	13,474	170	12,066	12,236	126	9,789	9,915
TOTAL.....	1,218	93,481	94,699	1,278	85,189	86,467	1,132	92,747	93,879	1,050	85,415	86,465	916	65,328	66,244
	172	13,660	13,832	175	13,633	13,808	181	16,512	16,693	140	12,380	12,529	122	9,185	9,307
	1,390	107,141	108,531	1,453	98,822	100,275	1,313	109,250	110,572	1,199	97,795	98,994	1,038	74,513	75,551
	160	13,279	13,439	147	12,747	12,894	179	13,590	13,769	164	11,790	11,954	132	9,089	9,221
	1,550	120,420	121,970	1,600	111,569	113,169	1,492	122,840	124,341	1,363	109,585	110,948	1,170	83,602	84,772
	161	13,564	13,725	167	15,091	15,258	181	15,674	15,855	126	13,048	13,174	122	9,185	9,307
	1,711	133,984	135,695	1,767	126,660	128,427	1,673	138,523	140,196	1,489	122,633	124,122	1,170	83,602	84,772
	192	13,087	13,279	155	12,763	12,918	162	13,910	14,072	136	10,229	10,365	132	9,089	9,221
	1,903	147,071	148,974	1,922	139,423	141,345	1,835	152,433	154,268	1,625	132,862	134,487	1,170	83,602	84,772
	150	11,619	11,769	143	11,010	11,153	165	12,224	12,389	130	10,055	10,185	132	9,089	9,221
TOTAL.....	2,053	158,690	160,743	2,065	150,433	152,498	2,000	164,657	166,657	1,755	142,917	144,672			

NOTE: The figures in italics represent the cumulative totals by month under each classification.

## THE NATIONAL SAFETY COUNCIL CONGRESS

While an unusual number of excellent papers were presented at the Twentieth Annual Safety Congress, in Chicago, during the week of October 12th, five outstanding impressions must have been received by those in attendance.

First, although the attendance was smaller than in previous years, there was no reduction in the number of individual concerns represented. The personnel of the delegations in a great number of cases consisted not of foremen or other minor officials, but of industrial executives: presidents, vice-presidents, managers, and superintendents.

Second, from the very first session it was evident that the present industrial depression was not to be permitted to diminish or limit safety work in the industries or on the highways of the nation. Speakers and conference members emphasized the direct relationship between safety and unemployment. Statistics were presented, establishing the fact that in times of low production employes handicapped by ill health or maimed by injuries were the first to be laid off, and therefore it was incumbent upon labor and industry to reduce such handicaps to a minimum.

Third, because about eighty per cent of all accidents are attributable to the mental attitude of the worker, safety education of the employe had a considerable part in the deliberations, and great stress was placed upon the duty and desirability of improving conditions in the home of the worker so as to create in him a state of mind free from domestic distractions.

Fourth, industrial health and industrial hygiene were given more than the usual consideration at the sessions of the Congress because the healthy worker has the best chance for continued employment.

The problem of how much attention the family of the employe should receive from the industrial plant physician was earnestly discussed, but no satisfactory decision was reached.

Fifth, the ever mounting list of highway accidents was the source of deep concern and was the subject of much study by leading traffic engineers and other transportation authorities. The latest devices for signaling were exhibited to highway officials in the hope of finding some satisfactory way to reduce this greatest of human hazards.

Throughout all the sessions of the Congress and at the heart of all discussions was the theme that nothing humanly possible was to be left undone to preserve the life and the health of the worker.

## LOCAL INDUSTRIES ADVERTISE SAFETY DRIVE

In each of the several industrial safety campaigns sponsored by the Bureau of Inspection of the Pennsylvania Department of Labor and Industry, inspectors have been encouraged to display initiative in the development of new features. The result has been some extremely effective additions to the general programs. It is generally recognized that the daily newspaper is the best of all advertising mediums. Pennsylvania newspapers have been extremely generous in the publicity given to the safety campaigns. It remained for Inspector George Vanier, of Duncannon, to bring newspaper advertising on a large scale to the assistance of the October safety drive in his district. Inspector Vanier canvassed the industries in the several larger communities of his territory and readily obtained their support of a group advertisement to attract attention to the safety drive. The advertisement from *The Lewistown Sentinel* reproduced here is one of several similar full-page advertisements paid for by industries. Each advertisement reproduces the department's campaign poster. The sincerity of the interest of local industries in promotion of safety is attested not only by their contributions to the cost of this advertisement but by their willingness to have their names appear thus prominently as sponsors of the safety drive.

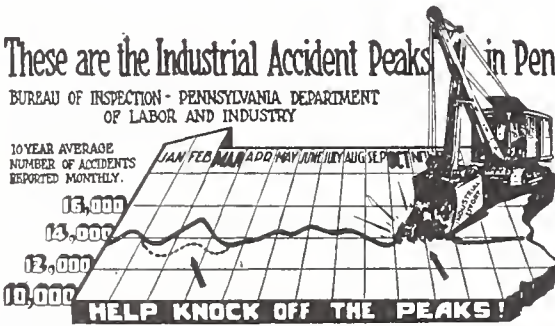
# OCTOBER SAFETY DRIVE

## Attracting Statewide Attention!

These are the Industrial Accident Peaks in Penna.

BUREAU OF INSPECTION - PENNSYLVANIA DEPARTMENT  
OF LABOR AND INDUSTRY

10 YEAR AVERAGE  
NUMBER OF ACCIDENTS  
REPORTED MONTHLY.



YOU DID IT IN MARCH-NOW FOR OCTOBER.

### *Local Concerns Sponsoring This Safety Drive*

Standard Steel Works Co.

Logan Iron and Steel Co.

Penn Central Co.

J. L. Shreffler, Cinder Block Mfg.

Lewistown Pure Milk Co.

Lewistown Foundry & Machine Co.

The Sentinel Co.

Thomas Sheet Metal Co.

Montgomery Ward & Co.

Penn-Reed Milk Co., Reedsville, Pa.

The Viscose Co.

Mann Edge Tool Co.

Superior Ice and Storage Co.

Overhead Door Co. of Penna.

The Bell Laundry and Cleaners

Susquehanna Silk Co.

Penna. Glass Sand Corp.

H. B. Goss, Candy Mfg.

Yenter Bros., Contractors

A. R. Gibboney & Co.

REPRODUCTION OF ADVERTISEMENT IN SUPPORT OF OCTOBER SAFETY DRIVE  
PUBLISHED IN LEWISTOWN NEWSPAPER THROUGH COOPERATION  
OF LOCAL INDUSTRIAL CONCERNS



## THEY PUT SAFETY FIRST\*

OUTSTANDING RECORDS OF PENNSYLVANIA INDUSTRY ASSEMBLED BY THE  
BUREAU OF INSPECTION

Holgate Brothers Company, of Kane, manufacturing wooden brush handles and wooden toys, reports having operated through a period of four months, from March to June, without a lost-time accident among an average of 260 employees. The operations of this concern involve the use of many high-speed cutting machines. It is especially interesting to note that the accident record of this concern for the past 18 months discloses that practically all accidents occurred either from handling materials or from falls.

---

Mr. J. Underwood, Superintendent of the Sterling Silk Glove Company, of Bangor, reports having operated from September 1, 1930, to October 1, 1931, without a lost-time accident among 235 employees.

---

The E. and A. Division of the Pennsylvania Railroad, with shops located at Mahoningtown, went through the month of September, 1931, without a lost-time accident among 3,500 employees.

---

The New Castle Works of the American Sheet and Tin Plate Company, with an average of 1,050 employees, reports only four lost-time accidents from January 1 to October 1, 1931.

---

Mr. J. T. Pratt, Supervisor of Safety for the Reading Company, reports that the Reading Division, employing 4,324 persons, recorded only two accidents reportable to the Interstate Commerce Commission in the course of 745,677 man-hours of operation in August, 1931. The Wilmington and Columbia Division of the Reading Company has had four months in 1931 free of any accidents reportable to the Interstate Commerce Commission. This period covered a total of more than 570,000 man-hours.

---

The United States Aluminum Company, at New Kensington, which has been attracting attention recently by its notable safety records, submits through Mr. N. V. B. Ziegler, Personnel Director, as of September 26, 1931, the following record of operation of departments for accident-free periods: Pattern Shop, 2,789 days, 259,622 hours worked; Coal Mine, 2,680 days, 76,850 hours worked; Arnold Electric, 2,556 days, 331,170 hours worked; Box Shop, 1,905

---

\*This will be a monthly feature in *Labor and Industry*. Pennsylvania concerns are invited to submit from time to time safety records that they consider worthy of publication. Address: Director, Bureau of Inspection, Department of Labor and Industry, Harrisburg, or your Divisional Supervisor of the Bureau.

days, 210,434 hours worked; Wearever Building, 1,890 days, 3,493,848 hours worked; Warehouse, 1,585 days, 470,846 hours worked; Inspection Division, 1,532 days, 533,043 hours worked; Aluminum Company of America, 1,444 days, 807,388 hours worked; Safety and Welfare, 1,228 days, 570,924 hours worked; Metallurgical, 1,095 days, 231,600 hours worked; Aluminum Seal Shipping, 1,028 days, 81,608 hours worked; T. U. S. A. Office, 1,004 days, 2,210,716 hours worked; Boiler House, 990 days, 143,289 hours worked; Forge Shop, 865 days, 93,769 hours worked; New Kensington Electric, 835 days, 212,834 hours worked; T. A. C. U. Shipping, 696 days, 222,062 hours worked; Arnold Shipping, 679 days, 175,361 hours worked; Job Shop, 658 days, 351,473 hours worked; Carpenter Shop, 631 days, 114,070 hours worked; Paint Shop, 619 days, 60,298 hours worked; Arnold Machine Shop, 598 days, 383,404 hours worked; Receiving Room, 549 days, 79,145 hours worked; N. K. Shipping Room, 522 days, 81,081 hours worked; Tube Mill, 447 days, 697,926 hours worked; Garage, 410 days, 36,184 hours worked; Emergency Labor, 409 days, 86,201 hours worked; Reclamation, 408 days, 59,168 hours worked; Arnold Sheet Mill, 368 days, 282,396 hours worked; Labor and Construction, 331 days, 116,157 hours worked; Foundry, 318 days, 68,498 hours worked; Foil Mill, 256 days, 528,057 hours worked.

---

The Vulcanized Rubber Company, of Morrisville, Bucks County, employing 350 persons, reports only two lost-time accidents in a period of three months up to September 29, 1931.

---

In a special bulletin issued to employes of the Philadelphia Electric Company, Mr. R. M. Godwin, Superintendent of the Safety Department, calls attention to the Bureau of Inspection's October safety campaign. "We ask," says this special bulletin, "that you put your shoulder to the wheel and help us make October the lowest month on record for our company."

---

For the first time since accident records have been kept by the Jones and Laughlin Steel Corporation, the Pittsburgh Works has gone through a whole month without a single accident. This record was achieved in July, 1931. In that period, 4,535 men piled up a total of 1,041,019 man-hours without anyone suffering a lost-time accident. The record of accidents in the Pittsburgh Works for the previous months of the year was January, 9; February, 8; March, 10; April, 7; May, 3; and June, 6.

---

F. V. Warren and Company, general contractors, of Philadelphia, report that an average of 200 men worked from March 16 to August 22, 1931, on a new store building for Strawbridge and Clothier, in Jenkintown, without a lost-time accident being recorded. The total of man-hours was 201,600.

# INDUSTRIAL BOARD

A meeting of the Industrial Board was held on October 27th, at which time the following new regulations and interpretations were approved:

## REGULATIONS

### ELEVATORS:

1. Amendments to Rules 222 (c) and 242 (a), the portions in italics constituting amendments.

Rule 222 (c)—“Where horizontal sliding or rolling doors are used at the shaftway entrances of passenger elevators, they may be opened but shall not be closed by independent power, except where the mechanism employed has been approved by the Industrial Board. *In such cases means shall be provided to permit the manual operation of the landing doors and car doors or gates from within the car in the event of failure of power.*”

Rule 242 (a)—“The shaftways of freight elevators, where required to be of fire-resistive construction, shall be equipped at floor landings with approved fire-resistive landing doors. Such landing doors shall be mounted on the interior walls of the shaftway, except that they may be mounted on the exterior walls of the shaftway if the entrances thereto are further protected by standard gates, as specified in Rule 243. Vertical or horizontal sliding or rolling doors may be opened but shall not be closed by independent power, except where the mechanism employed has been approved by the Industrial Board. *In such cases means shall be provided to permit the manual operation of the landing doors and car doors or gates from within the car in the event of failure of power.* Doors of the swinging type shall be mounted so that the inside surface of the door is not more than four (4) inches from the inside surface of the door sill. The width of the shaftway opening when the landing door is in a fully open position shall not be greater than the width of the car opening.

“Substantial stops shall be provided for both sections of a vertical bi-parting elevator door to prevent either door from dropping below the range of normal travel.”

2. Amendment to Rules 220 (b) (NI) and 240 (b) (NI), both rules reading identically and the portions in italics constituting the amendment.

(NI) “There shall be no openings in the pit bottoms of shaftways except those that are necessary for wires or cables used in the operation of the elevator mechanism, or for drainage. *Doors may be installed to provide access into elevator pits but in such instances they shall be kept locked and the key retained in the permanent possession of a responsible person.*”

3. Amendments to Rules 220 and 240, the same to be listed as 220 (a-1) (NI) and 240 (a-1) (NI) and to read:

“Bumpers shall be provided for counter-weights under the same conditions as required for cars in paragraph (a) of this rule.”

### BOILERS:

Amendments to various sections of Boiler Code, covering individual paragraphs as enumerated.

#### LOW PRESSURE BOILERS

Paragraphs H-5, H-40, H-55, H-56, H-61, H-63, H-64, H-74, H-93, H-108, H-109, H-114, H-116 and H-117.

#### MINIATURE BOILERS

M-2, M-3, M-4, M-7, M-11, M-19, MA-1, MA-2, MA-3, and MA-4.

#### POWER BOILERS

P-23, P-180, P-182, P-184, P-195, P-197, P-198, P-230 (b), P-253, P-257 (a) and (b), P-261 (b), P-261 (e), P-266, P-269, P-274, P-291, P-296, P-301, P-318, and paragraph A-21 (a).

#### LOCOMOTIVE BOILERS

Paragraph L-53.

#### MATERIAL SPECIFICATIONS

Paragraphs S-15, S-16, S-17, S-18, S-19, and S-25.

#### INSPECTION

Paragraphs I-19, and I-20.

### SECTION 2, ARTICLE 1

“Where in the judgment of the Department the regulations for existing installations are not sufficiently comprehensive on certain methods of construction or to promote safe operating conditions, the regulations covering the construction and operating conditions for new installations as required in Article 2 may be applied.”

### TEXTILE INDUSTRIES:

1. Revision of regulations in general to conform to present status.
2. Rule 273 (A-10) amended to read as follows:

“Power driven, single needle, sewing machines used for straight sewing without folders shall be provided with an approved needle guard so that the operator's fingers are protected from accidentally slipping under the needle. The guard shall be of such form that the needle can be threaded conveniently without removing the guard.”



## MISCELLANEOUS HAZARDS AND CONDITIONS OF EMPLOYMENT:

1. Rule 8 amended to read as follows:

"Power driven, single needle, sewing machines used for straight sewing without folders shall be provided with an approved needle guard so that the operator's fingers are protected from accidentally slipping under the needle. The guard shall be of such form that the needle can be threaded conveniently without removing the guard."

2. Addition of new rule to protect persons engaged in fumigating work, reading as follows:

"Any person or persons engaged in fumigating and using cyanogen compounds or any other gases, fumes or vapors which are dangerously toxic shall wear a protective device such as a gas mask with a canister containing an effective absorbent, or a device supplying fresh air or oxygen to the user."

## TRENCHES AND EXCAVATIONS:

New regulations were approved to govern work in and about trenches and excavations which detail specific protection to be provided.

## FIRE ALARM SYSTEMS:

The regulations covering construction and installation of fire alarm systems were revised.

## PITS AND QUARRIES:

1. Rule 382, paragraph (f) amended to read as follows:

"Horizontal holes shall be charged only in cartridge form *except where powder is used and loaded by a method approved by the Department. Such powder shall be of a character to withstand a satisfactory friction, impact and free burning test conducted by the Department.* Where black powder and dynamite are used in the same hole, separate primers shall be used unless the dynamite is used to detonate the black powder or cordeau is used. All holes shall be adequately tamped to a depth not less than eight (8) inches, except where the hole itself is less than eight (8) inches in depth in which case the hole shall be tamped in its full depth. Nothing in these regulations shall be construed to prohibit the slitting of dynamite cartridges nor the dividing of them into two (2) or more pieces."

2. Amend Rule 382 (m) to read as follows; the portion in italics constituting the amendment.

"A hole which has missed fire shall not have the charge withdrawn. Every work place in which a hole has missed fire shall remain idle for one (1) hour before re-entry is made if approved fuse was used. Otherwise, the waiting period shall be not less than six (6) hours. In the event that a powder squib or electric current from a battery or switchboard was used to explode a hole which missed fire, the waiting period shall be not less than fifteen (15) minutes, provided that the wires have been disconnected from the battery or switchboard. The handling of misfired holes shall be in accordance with the following specifications, under the personal supervision of the pit, quarry or blaster foreman. If the misfired hole has eighteen (18) inches or less of tamping, nothing in this rule shall be construed to prohibit the recharging of the missed hole on top of the old tamping. If the unfilled portion of the missed hole is insufficient to accommodate the new charge and tamping, or if the missed hole has been tamped the full depth, a new hole shall be drilled or compressed air may be used to clean out the tamping in the old hole. The second hole shall be not less than two (2) feet away from the missed hole. *When a well hole or tunnel shot has missed fire the owner, operator, superintendent, or blaster in charge shall immediately notify the Department of Labor and Industry by telephone or telegraph and no attempt shall be made to remove the charge or refill the hole or shot until permission has been given by the Department.*"

## PLANTS MANUFACTURING OR USING EXPLOSIVES:

1. New rule added to Section 26 of the Regulations for Plants Manufacturing or Using Explosives to read as follows:

"Nothing in this section shall be construed as prohibiting or regulating the storage, use, handling, or manufacture of explosives on land owned in connection with plants engaged in such business prior to May 14, 1930."

## SPRAY COATING:

1. New paragraph (g) added to Rule 2 of the Regulations for Spray Coating to read as follows:

"Special designs of installations of spray booths not contemplated by the Regulations shall be of an approved type. All specifications for construction, electrical equipment, lighting and fireproofing shall be in accordance with the present regulations insofar as applicable. In no case shall the exhaust performances be less than required by the regulations."

## REGULATIONS AFFECTING EMPLOYMENT OF WOMEN:

1. Rule W-4 revised to read as follows:

"The employment of female minors under 21 years of age as messengers for railroads in the calling of train crews is prohibited."

## INTERPRETATIONS

### BOILERS:

1. Interpretation approved relative to addition of metal to superheating units, to read as follows:

"Where it is proved to the satisfaction of the Industrial Board that the wall thickness of superheater elements is ample for the pressure allowed, it will be permissible to add metal thereto by the process of electric welding for the purpose of preventing erosion."

2. Interpretation of Section 1, part 1, paragraph (d), reading as follows:

"It was not contemplated that Section 1, Part 1, paragraph (d) of the Regulations for Boilers should prohibit the owner of any boiler from moving it to another State for operation therein and returning it to Pennsylvania providing it remains under the same ownership and is continuously used by the said owner. A further provision is that such a boiler, upon its return to Pennsylvania, be found safe for operation by a State inspector."

Copies of all regulations approved which are not above set forth verbatim may be obtained by writing to the Secretary of the Industrial Board at Harrisburg, Pennsylvania.









# LABOR AND INDUSTRY

*Published monthly by*

DEPARTMENT OF LABOR AND INDUSTRY  
COMMONWEALTH OF PENNSYLVANIA

A. M. NORTHRUP, M. D., *Secretary*

EFFIE REIMENSNYDER, *Editor*

---

---

Vol. XVIII

DECEMBER, 1931

No. 12

---

---

## Contents

	Page
Industrial Accidents to Minors and Workmen's Compensation.....	3
BEATRICE MCCONNELL, <i>Director, Bureau of Women and Children.</i>	
Stabilization in Pennsylvania.....	13
The Department in November:	
The Secretary.....	18
Employment.....	19
Bedding and Upholstery.....	21
Inspection.....	22
Industrial Relations.....	22
Industrial Standards.....	23
Women and Children.....	23
Rehabilitation.....	24
Workmen's Compensation.....	24
Workmen's Compensation Board.....	26
Occupational Disease Legislation.....	27
Three Trophy Winners.....	28
Review of Industrial Statistics.....	31
WILLIAM J. MAGUIRE, <i>Director, Bureau of Statistics.</i>	
They Put Safety First.....	57
Industrial Board.....	59
Recent Decision of the Workmen's Compensation Board.....	60
Schedule of Hearings of the Workmen's Compensation Board.....	61
Directory of Offices.....	62

DEPARTMENT OF LABOR AND INDUSTRY

A. M. NORTHRUP, M. D., *Secretary*  
CHARLOTTE E. CARR, *Deputy Secretary*

---

BUREAU OF INSPECTION

HARRY D. IMMEL, *Director*  
T. J. GOULD, *Assistant Director*

---

BUREAU OF WORKMEN'S COMPENSATION

W. H. HORNER, *Director*  
M. G. LEHMAN, *Assistant Director*

---

BUREAU OF REHABILITATION

MARK M. WALTER, *Director*  
MABEL L. LOBER, *Assistant Director*

---

BUREAU OF EMPLOYMENT

S. S. RIDDLE, *Director*

---

BUREAU OF INDUSTRIAL STANDARDS

JOHN CAMPBELL, *Director*  
S. W. HOMAN, *Assistant Director*

---

BUREAU OF INDUSTRIAL RELATIONS

AMBROSE LANGAN, *Director*

---

BUREAU OF STATISTICS

WILLIAM J. MAGUIRE, *Director*  
TOLBERT C. K. SMEE, *Assistant Director*

---

BUREAU OF WOMEN AND CHILDREN

BEATRICE MCCONNELL, *Director*

---

BUREAU OF BEDDING AND UPHOLSTERY

M. P. FREDERICK, *Director*  
FRED W. WYBLE, *Assistant Director*

---

BUREAU OF ACCOUNTING

IVAN L. MEASE, *Director*

---

INDUSTRIAL BOARD

A. M. NORTHRUP, M. D., *Chairman*  
JOHN PHILLIPS, *Labor*  
MRS. GEORGE B. WOOD, *Women*

WILLIAM B. RODGERS, *Employer of Labor*  
J. S. ARNOLD, *Secretary*

---

WORKMEN'S COMPENSATION BOARD

A. M. NORTHRUP, M. D., *ex-Officio*  
ARTHUR C. DALE, *Chairman*  
EDWARD J. HUNTER

WILLIAM J. BURCHINAL  
J. C. DETWEILER, *Secretary*

---

STATE WORKMEN'S INSURANCE BOARD

A. M. NORTHRUP, M. D., *Chairman*

EDWARD MARTIN, *State Treasurer*

CHARLES F. ARMSTRONG, *Insurance Commissioner*

---

STATE WORKMEN'S INSURANCE FUND

W. JACK STITELER, JR., *Manager*

# INDUSTRIAL ACCIDENTS TO MINORS AND WORKMEN'S COMPENSATION

BY BEATRICE MCCONNELL

*Director, Bureau of Women and Children*

There were 3,997 accidents to minors under 18 years of age reported to the Department of Labor and Industry in 1930. The records of 3,205 of these accidents were reviewed by the Bureau of Women and Children during the year.<sup>1</sup> Where the report of the accident indicated any violation of the law or revealed unsafe working conditions such as unguarded machinery, the cases were referred to the Bureau of Inspection for investigation and correction. During the year, 293 special investigations of minors' accidents were made by the Bureau of Inspection and in 175, or 60 per cent, of the cases investigated the minors were found to have been employed illegally.

## THE COMPENSATION STATUS OF ILLEGALLY EMPLOYED MINORS

Until the Pennsylvania Workmen's Compensation Act was amended in the 1931 session of the legislature, illegally employed minors injured in the course of their employment did not come automatically under the provisions of the Workmen's Compensation Act. After the court decision<sup>2</sup> which declared illegally employed minors ineligible to workmen's compensation, minors who were thus refused the protection of the law were compelled to seek redress through civil suits against their employers for damages to person, or were forced to accept the burden of the accident without redress from any source. The Bureau of Women and Children, therefore, has analyzed the compensation records of the 175 cases, where investigation has shown the employment of the minors to be illegal, in order to ascertain what disposition was made of these accident cases in relation to the payment of compensation.

Of the 175 accidents, where minors under 18 years of age were injured while employed in violation of the Child Labor Law or department standards, 40 were non-compensable, that is, cases where the loss of time did not exceed seven days. In the remaining 135 accidents the lost time was in excess of seven days, and, if employment had not been in violation of the law, such cases would have come automatically under the Workmen's Compensation Act. In 111 of these accident cases liability for compensation was not questioned by the insurance carrier and was accepted, also without question, by the injured minor. In 23 cases compensation was refused by the insurance company on the basis of

<sup>1</sup>Mine accidents were not reviewed as the investigation of mine accidents comes under the jurisdiction of the Department of Mines and not of the Department of Labor and Industry.

<sup>2</sup>This exclusion of illegally employed minors from the benefits of the Workmen's Compensation Act is based on a decision of the Pennsylvania Supreme Court, *Lincoln vs. National Tube Company*, 268 Pennsylvania 504, which held that an illegally employed minor was not eligible for workmen's compensation, since no legal contract of employment existed.



illegal employment.<sup>1</sup> The number of cases where compensation was refused was greater in 1930 than in any preceding year although the total number of accidents to minors under 18<sup>2</sup> years of age in 1930 was twenty-seven per cent less than in 1929.

#### REFUSED COMPENSATION CASES BY YEAR

1926.....	7 <sup>4</sup>
1927.....	14
1928.....	17
1929.....	19
1930.....	23

#### THE REFUSED COMPENSATION CASES

Compensation was refused nineteen boys and four girls. The ages of these minors ranged from 12 to 17 years.

#### AGE OF MINORS

Under 14 years.....	7
14 years.....	2
15 years.....	5
16 years.....	1
17 years.....	8
	—
Total.....	23

The refused compensation cases included six fatal accidents, three from which permanent disability resulted, and 14 in which the disability was temporary. One boy lost the sight of both eyes, has a crippled hand and impaired hearing. One had his left hand amputated, and one sustained a permanent injury to his back. The exclusion of illegally employed minors from the benefits of the Workmen's Compensation Act does not always mean that they secure no recompense for lost time and medical expenses, but it does mean that after great delay and much difficulty the final settlement is usually less adequate than it would have been under regular compensation, and that frequently the family must assume the entire burden of the accident and its results with no financial recompense. Of the 23 accidents in 1930, where compensation liability was refused, only two minors received more than they would have received under a compensation agreement and these were cases where the injury was slight and where the amount of money involved was negligible. In no case where

<sup>1</sup>In one case not included in the analysis of refused cases, compensation was refused on the basis that the injury was the result of an occupational disease and not of an industrial accident.

<sup>2</sup>For six months' period, July 1 to December 31, 1926.

the accident resulted in death or permanent disability did the injured child or his family receive an amount which even approximated the sum that would have been granted under a compensation agreement.

#### NATURE OF SETTLEMENT OF REFUSED COMPENSATION CASES

More than under workmen's compensation . . . . .	2
Approximately the same as under workmen's compensation . . . . .	1
Money settlement less than under workmen's compensation . . . . .	2
Only medical expenses . . . . .	5
No redress . . . . .	8
Not determined . . . . .	5
Total . . . . .	23

In only four of the 23 refused compensation cases were attorneys retained by the families to bring civil action against the employers. In two of these, the cases were settled out of court for amounts less than the compensation awards would have been and two are still unsettled.

Data regarding the refused compensation cases have been secured from the records of the Workmen's Compensation Bureau and from the reports of the special accident investigations made by the Bureau of Inspection supplemented by information obtained by representatives of the Bureau of Women and Children through personal interviews with the injured minors and their families, attorneys, and doctors. The following case histories arranged according to the nature of the settlements present in graphic form the results of the refusal of workmen's compensation to the injured minors and their families.

#### INJURED MINORS RECEIVING MORE THAN UNDER WORKMEN'S COMPENSATION

##### Temporary Disability:

1. A 12-year-old boy was employed as a helper on a milk truck and one day as he was dashing across the street to deliver a bottle of milk he was struck by an automobile. His left arm was broken and he was disabled for nearly a month. Compensation liability was refused by the insurance carrier, but the employer paid all the bills for medical care and gave the boy a sum of money equal to his wages for the time he was disabled.

2. A 12-year-old boy was employed as a water boy by a construction company. He attempted to pour some water into the radiator of the compressor and slipped and fell, cutting his right leg on a piece of sheet tin lying on the ground. The cut required two stitches and the boy was disabled for two weeks. Compensation was refused by the insurance company

but the employer paid the doctor's bill of \$32 and in addition gave the boy \$16, a sum slightly in excess of the amount that would have been paid under a compensation agreement.

INJURED MINORS RECEIVING APPROXIMATELY THE SAME  
AS UNDER WORKMEN'S COMPENSATION

**Temporary Disability:**

1. A 17-year-old boy employed as a helper on a delivery truck was frequently given the job of driving the truck. On one occasion when he had been sent out with the truck he had a collision with another car and was thrown from the truck and badly bruised and shaken up although no bones were broken. The employment of a minor under 18 years of age as the chauffeur of an automobile is forbidden by the Child Labor Law and compensation was refused by the insurance company. The boy was disabled only a few days and his doctor's bill was paid by his employer. He is now 18 years of age and is employed at the same place as a truck driver but has only irregular work, usually not more than one day a week.

INJURED MINORS RECEIVING A MONEY SETTLEMENT LESS THAN  
UNDER WORKMEN'S COMPENSATION

**Fatal:**

1. A 15-year-old boy employed as an errand boy in a printing establishment was fatally injured in attempting to get on an elevator. There was no regular operator for the elevator and no eye witness of the accident but it is supposed that the boy started the car and then attempted to get on it. His body was found wedged between the elevator and the gate. Compensation was refused by the insurance company as the operation of an elevator by a minor under 18 years of age is illegal. The boy was the eldest of four children, the mother was dead and the father obtained board for his children in a neighbor's home. The boy's earnings had been turned over to his father to help meet this expense so the father entered a claim petition for \$1,050, but withdrew his claim before the hearing was held. He then turned his case over to a lawyer who secured a settlement amounting to \$1,250. By the time the funeral expenses and the attorney's fee of \$300 were paid the amount remaining for the father was not large.

**Permanent Disability:**

1. A 17-year-old boy was employed by a manufacturer of fusee flares used on railroads and airplanes for signal purposes. His job was to paint the "caps" which are placed over the flares. The combination of materials used in the flares and in the paint when confined together is explosive and one day an explosion occurred. The boy's left hand and wrist were blown

off, and the right hand so injured that a permanent stiffness of the thumb resulted. In addition the shock of the accident has apparently affected the boy's mind so he has become a real charge on his family. The employment of a minor under 18 where explosives are handled is prohibited and the insurance company refused to accept liability for the case. The heavy hospital and doctor's bills had to be met by the family, which is in very poor circumstances. A suit for damages was brought against the employer and after a long delay the case was finally settled out of court for the sum of \$3,500. The boy received \$2,100, the remainder going for lawyer's fees. This money has been placed in a trust fund for the boy, only the interest being available for him until he reaches his majority. The boy has been unable even to care for himself much of the time since his accident and there is reason to believe that he will always be a charge on his family or the community.

#### INJURED MINORS RECEIVING ONLY MEDICAL EXPENSES

##### **Permanent Disability:**

1. A 17-year-old boy employed as a truck driver for a grocery store was driving along the road one day and watching a ball game in progress in a nearby field. The truck struck a culvert and both front and rear tires on one side blew out; the truck upset and pinned the boy underneath injuring his back severely, several vertebrae being dislocated. He was confined to his bed for a month and it was two months more before he could get around with any ease. His physician says his back will always be weak and that he should never do any heavy work or work which would require lifting. As truck driving is an illegal occupation for a boy under the age of 18 the insurance company refused compensation. The doctor's bill of \$50 was paid by the employer, but the boy received no compensation for the months he was unable to work. He has been unable to secure a regular job so has returned to school where he is now in the third year of high school. On Saturdays he helps his father mine coal but the work is too hard for him and hurts his back. However, he is the oldest of six children and the father's work has been very irregular for the past two years and he feels that he must do what he can to help.

##### **Temporary Disability:**

1. A 14-year-old boy doing odd jobs in a grocery store was employed without an employment certificate and worked as late as 11 o'clock at night on Saturdays. One morning he was painting the day's "specials" on the store window and standing on a box which was placed on one side of an outside cellar door. Some men hanging around decided to play a "joke" on him and when he was not looking opened the other cellar door. When he



stepped down from the box he fell through the opening into the cellar fracturing some ribs and injuring his left knee. He was disabled for two weeks and still complains of his knee hurting him when the weather is damp. The boy received no compensation, but his doctor's bill of \$45 was assumed by the employer.

2. A 13-year-old boy was employed by a grocery store as a helper on the delivery truck. The driver of the truck failed to set the emergency brake on the truck one day and it rolled back striking the boy's foot bruising it badly. Liability was refused by the insurance company as the boy was under age for legal employment. The doctor's bill of \$20 was paid by the employer. The boy is now 14 and works on Saturdays for the same employer and at the same job as before.

3. A 13-year-old boy was employed by a newspaper agency to deliver papers. The employer supposed the boy was 14 years old but made no effort to secure an employment certificate to legalize his employment. He had not been working long, when one day as he was crossing the street with his bundle of papers, he was struck by a car and knocked down. He was badly bruised and cut on both legs and arms, the wheel of the car passing over his left knee. It was almost miraculous that he escaped more serious injury, but he was disabled for only a short time. The left knee gave him trouble for some time but the doctor states there is no permanent injury. Compensation was refused since the boy was under the legal age for employment. The employer refused to accept any responsibility and the family finally collected the amount of the doctor's bill from the driver of the car that struck the boy. As soon as he was 14 years of age the boy returned to work at the same job for the same employer.

4. A 13-year-old boy employed by a newspaper publishing company to distribute papers was knocked from his bicycle sustaining a fractured arm when he collided with another boy on a bicycle. The insurance company refused to pay compensation since the boy was under the legal age for employment. The employer paid the medical expenses but the boy received no compensation of any kind. The boy is now 14 and is employed by the same company after school and on Saturdays, earning about \$1.25 a week.

#### INJURED MINORS RECEIVING NO REDRESS

##### Fatal:

1. A 15-year-old girl employed in a fireworks factory was killed instantly in an explosion which destroyed the factory and caused the death of five illegally employed minors as well as a number of adults. The employment of a minor under 18 years of age in an establishment where explosives are



manufactured is prohibited, and compensation was refused by the insurance carrier. The employer refused to accept any responsibility and the family obtained no redress.

2. A 17-year-old girl lost her life in the same explosion. Compensation was refused in this case also and the family assumed the responsibility for funeral expenses, and obtained no redress from the employer.

3. Another girl 16 years of age lost her life in the same explosion. Her death was not instantaneous and she was taken to a hospital where she died the next day as the result of the burns which she had received. Compensation was refused in this case also and the family has had to accept the complete responsibility for the hospital and funeral expenses.

#### **Temporary Disability:**

1. A 17-year-old girl employed in an ice cream parlor was placing the ice cream mixture in the freezer, her clothing caught on a revolving shaft of the electrically driven freezer, and her right arm was drawn into the machinery, breaking and fracturing the bones of the arm. The girl was a niece of the woman who owned the business and she had come to live with her aunt and to work in the ice cream parlor. She was employed without an age card and the accident occurred after 9 P. M., when the employment of a minor under 18 is illegal. The insurance company refused liability in the case. The doctor's bill of about \$75 is still unpaid. The girl received no compensation for the time she was unable to work, a period of about three months. The aunt rather grudgingly cared for the girl until her injury healed and she then returned her to her own home.

2. A 15-year-old boy employed without an employment certificate as a general helper in a factory caught his hand in the wheel of a grinding machine resulting in the loss of the nail and the fleshy end of his thumb and laceration of the index finger of his right hand. The boy's hand did not heal entirely for about two months. The insurance company refused compensation, the doctor's bill is still unpaid and the boy received no recompense for the lost time resulting from his injury. He has had no work since he was injured more than a year ago.

3. A 15-year-old boy employed in a factory was standing near a machine operated by another employe. He handed a tool to the operator of the machine and in some way his left hand was caught in an unguarded sprocket, tearing the nail from his fore finger. The question of the legality of the boy's employment was further involved by the contention of the employer and the insurance company that the boy was not injured in the course of

his regular employment. Compensation was refused, the doctor's bill of \$21 has not been paid and the boy has received no compensation for the time lost from work.

4. A 17-year-old boy employed during the summer vacation without an age card as a salesman for a news agency was often sent by his employer on errands which necessitated his driving an automobile. One day when about to drive to an adjoining town on an errand while cranking the car his right wrist was fractured. Compensation was refused on the basis of illegal employment. He lost only a little time from work as he was soon able to do light tasks around the store. The injured minor was earning only about \$8 a week but he had to pay the bills for medical care necessitated by his accident. He was saving his money for school expenses and said, "Well, it just took that much off my savings for clothes and school expenses for the year."

5. A 17-year-old boy was employed as a truck driver and delivery boy for a meat market and grocery store owned by his father. He had no age card and his occupation was one prohibited by the Child Labor Law. One day as he was delivering an order of meat he slipped and fell fracturing his right arm. Although his injury did not occur while he was driving the truck the insurance company refused to pay compensation. The injury which the boy received at this time was greatly aggravated by the fact that his arm had been broken once before and apparently had not been properly set. It was necessary for him to have special treatments, and the hospital and medical fees amounted to about \$500 which were paid by the boy's father. He was disabled for about five months but now is entirely recovered. He is a bright ambitious boy and is now enrolled in college. His father paid him good wages which he was saving toward his college expenses.

#### REFUSED COMPENSATION CASES WHERE THE FINAL OUTCOME COULD NOT BE DETERMINED

##### **Fatal:**

1. A 15-year-old boy employed in a fireworks manufacturing plant was killed instantly in an explosion which took the lives of four other minors under 18 years of age. Compensation was refused but the family has entered a claim petition on which the final award has not yet been made by the referee.

2. Another boy 14 years old employed in the same factory lost his life in the same explosion. Compensation was refused by the insurance company in this as in all other cases where minors under 18 years of age were killed in this explosion. This family has also entered a claim petition for

compensation, but since the employment was unquestionably illegal there is little reason to believe that the claim will be affirmed.

#### **Permanent Disability:**

1. A 17-year-old boy was employed illegally by a road contractor as a blaster. The boy was hired with no questions asked as to age. When the licensed blaster who was supposed to take the job refused to work for the rate set by the contractor, he turned to the boy and said, "You can do this work can't you?" With the customary daring of youth, the boy replied that he could and the job was his. His father protested against his doing this work because of the danger involved although he did not know it was illegal, but the boy said he was afraid he would be fired if he refused to do this work. After he had been working at the job for about two weeks a cap exploded and set off a box of 50 "dynamite exploders." The boy was terribly injured, both eyes were destroyed, his hearing impaired, two fingers permanently misshapen and his whole body peppered with particles of the copper coverings of the exploders. Some of the shreds of copper are lodged so deeply in the boy's body that the doctors say they can never be removed. The insurance company refused liability on the basis of illegal employment. The family secured the services of a lawyer and suit is being brought for \$50,000. The lawyers say they will do well if they get \$10,000 and the agreement is that the lawyers will receive either one-fourth or one-third of the amount secured, depending on whether or not the case can be settled out of court. In the meantime the bills for hospital and medical care of nearly \$1,000 are for the most part unpaid. The contractor paid one hospital bill of \$266, other than that the bills have not been paid. The boy's family is in very poor circumstances, the father is a cripple and another son is the main support of the family. Through their own initiative the family got the boy into a school for the blind where he is doing very well. The boy is bright and intelligent but he had only finished the eighth grade before he left school to go to work. He hopes, however, that he can be trained for some useful occupation so that he can earn his living, permanently handicapped though he is.

#### **Temporary Disability:**

1. A 13-year-old boy rolled a large drum that had previously been filled with gasoline down to a nearby stream to fill it with water. He struck a match and an explosion of gas fumes took place. The boy's eyes were slightly injured, two teeth were knocked out and his face was cut. The insurance company refused to accept liability for compensation as "boy was under legal age for employment and furthermore no legitimate proof of employment existed." So far as is known no settlement was made but the family could not be located to get the final status of the case.

2. A 12-year-old boy, employed by a news agency to sell papers, fell from the back of the delivery truck where he was standing counting papers. He sustained a fractured skull and bruises on his body. He was in the hospital for a little more than two weeks and was able to return to school in another week. Accidents to the head, however, often have after results which are not evident at the time of the accident as in the case of this boy whose teachers say since his accident he has nervous spells and is more troublesome than before his accident. The boy's father said that his son still complains of his head hurting him at times. The insurance company refused liability for workmen's compensation since the boy was under the legal age of employment; the employer then tried to collect from his automobile insurance company, and when he failed in this disclaimed all responsibility. The hospital bill of \$67 is still unpaid. The family has retained a lawyer who is attempting to secure a settlement from the employer. He is asking for \$10,000 but says he would settle for \$500 or \$1,000—or he may just let the case drop.

#### CONCLUSION

In 1930 as in all previous years the children who were refused compensation because they were injured while employed in violation of the Child Labor Law fared much worse than they would have had their employment been legal and their injuries compensated according to the provisions of the Workmen's Compensation Act. As in previous years also, the injured minors and their families on the whole failed to take advantage of the refusal of compensation to enter civil suits for damages against their employers. In the few instances where they did enter civil suits they received less than they would have received under compensation agreements. The refusal of compensation places the financial burden of the accident on a family that is usually already overburdened; or on the community, as happened in the case of the explosion in the fireworks factory in which five minors under 18 years lost their lives. In this case the Red Cross was forced to come in and give aid to the families by paying burial expenses and in helping to meet other needs which the families with their reduced incomes were unable to meet for themselves.

It seems certain that the amendment to the compensation law which provides for the payment of double compensation to illegally employed minors injured in industry, which went into effect July 1, 1931, will permit a different story to be told when the accident reports for the year 1931 are analyzed. The enactment of this legislation was a progressive, forward looking move and unquestionably will bring to the young wage earner in Pennsylvania increased protection and a greater degree of justice.



## STABILIZATION IN PENNSYLVANIA

### I. Regularization Methods of the Leeds and Northrup Company.

The Leeds and Northrup Company has received the \$2,000 prize of the *Forbes Magazine* for the best plan of cooperation between workers and employes. Four hundred industrial plants in all parts of the country took part in the competition.

With an increasing number of employers evidencing the desire to take definite constructive steps to meet the problem of unemployment within their own plants, the following article has been written to show the lines along which one well-known instrument firm has endeavored to work out a stabilization program fitted to its needs. With voluntary plans for unemployment reserve funds receiving increasing attention, it is worthy of note that the plan here described has been in existence for eight years, has been altered only in the direction of more liberal benefits, has over 40% of its "prosperity reserve" intact after two years of depression, yet has rendered service that firm and workers alike regard as beyond money value.

The company is keeping careful records as a basis for reviewing and refining the plan when the depression is over. It therefore would be among the last to say it is yet ideal, or suited in its entirety for another employer. The plan nevertheless affords an interesting example of what can be done when engineers bring sound economic and social thought jointly to bear on this mounting problem of industry.

This article, the first of a series describing attempts to deal with the problem of stabilization in Pennsylvania, was written by R. F. Evans, of the firm of Leeds and Northrup, and is published here with the approval of Electrical Manufacturing.

Editor

The Leeds and Northrup Company, manufacturers of electrical measuring instruments and pyrometers, normally employs about 1,100 people, about 40% of whom are engaged in direct production; the remaining 60%—due chiefly to the unusual amount of engineering required on the average job—are employed in office, sales, research, engineering, inspection, and factory service divisions.

For many years the management has addressed itself to the improvement of industrial relations and to the development of a stable, but progressive working force. A systematic wage and promotion plan, good working conditions and the unemployment benefit fund mentioned below, are perhaps leading factors, but the program also includes a relief association with rather wide powers, vacations with pay, a pension plan, and a system of employee representation which deals with the management through a Works Council, elected annually by employes. *Esprit de corps* and a sense of security are also promoted by posting in the employes' dining room current and comparative records of orders, production, and shipments.



The nature of the company's problem naturally has determined the need and character of its regularization methods. The successful manufacture of its precision products requires a high degree of specialized skill attainable only through years of experience, so involuntary unemployment spells loss for employer and worker alike.

Because of the wide use of the company's products throughout industry, seasonal irregularity is not here a serious problem. To increase its control and stability, the company has studied to perfect its forecasting of business conditions; it has prosecuted constant and intensive research for new markets at home and abroad, for new products and new uses for old products and, so far as specialization permits, it has trained workers for more than one job.

Yet the very diversification of the company's sales outlets, by putting the company's activity almost directly in phase with general business conditions, makes it—as a supplier of capital equipment—particularly exposed to cyclical depressions and cyclical unemployment, and this has determined its measures for defense and protection. Fundamentally, they are three in number:

**(1) Within limits, hours are adjusted to business volume to prevent overhiring:**

If incoming business in good times exceeds what can be handled with the normal productive force in the company's normal 44-hour week, overtime is resorted to on the grounds that variation of hours is more defensible than taking on and laying off people with each swing of business conditions. Overtime is paid for at the rate of time and a half. Double time is paid for any work done after 10 P. M., or on Saturdays or holidays. Additional workers, if the increased work appears permanent, are taken on only gradually, and the costs of overtime thereby reduced. Employees, through the Works Council, have endorsed this policy. If and as business declines to normal, hours are reduced to normal. If business drops below normal,

**(2) Standard articles are manufactured for stock,** substantial financial reserves for this purpose having been set up in times of prosperity. The company's product is neither perishable nor subject to rapid changes of style or price; building up an inventory of standard lines within budget limits therefore does not involve abnormal risk. If depression outruns even that defense, hours are shortened below normal, then lay-offs start; but against both of these, employees are protected by

**(3) An Unemployed Benefit Fund,** established in 1923, "to aid industry in the reasonable discharge of its obligations to work people." Taking the company's 1920 experience and consequent lay-offs as a basis, it was calculated that any foreseeable depression could be handled by a fund amounting to twice the maximum weekly payroll of the preceding twelve months'

period. The company believing that the maintenance of steady employment is a responsibility of industrial management, so the entire fund is contributed by the firm.

The fund was first established by an appropriation of \$5,000 and then built up by laying aside each week, an amount not exceeding 2% of the total payroll, in a special trust fund, until such payments with accumulated interest reached the total indicated—such payments not being resumed until the fund falls below that level. By a feature of the trust agreement, the use of funds once deposited with the Trustee, a local Bank, is expressly limited to the payment of unemployment benefits under the terms and conditions named. The fund is therefore not taxable, is beyond the hazard of the company's operations and is not recoverable by it.

Detailed regulations govern the fund, of course, and these are administered by an Unemployment Fund Committee, significant in that it is comprised of three members appointed annually by the Works Council and only two members appointed by the company's executive committee. This provision has undoubtedly done much to strengthen the plan since under it employes as well as the company are kept constantly aware that prevention through regularization comes even before protection through benefits.

In general, all employes laid off for lack of work are eligible for benefit, providing that their annual compensation on a full-time basis does not total more than \$2,600, that they have been in the employ of the company for more than three months, and that they have not signed a definite agreement that their employment is temporary.

The amount of benefit granted a laid-off employe with dependents is 75% of his pay for the normal 44-hour week exclusive of attendance bonus, and 50% in the case of an employe having no dependents. Benefits may run from three weeks in the case of an employe with three months' service, to twenty-six weeks for workers employed five years or longer—unless the employe secures new employment at equally good wages in the meantime.

Other things being equal, equity and sound economics operate to conserve the workers of higher skill and experience, thus minimizing the drain on the fund, but various other contingencies are provided for. For example, if the outside job taken pays less than would be received from the fund, the fund pays the worker the difference. If the outside job proves unsatisfactory, the employe, on favorable review of his case, may be reinstated to benefits. Similarly, if the earnings of a worker suffer through transfer or through reduction to part-time operation, he receives benefits to the same percentage and length of time as for complete lay-off, for the loss incurred; and receipt of benefits for part-time does not impair a worker's eligibility to full-time benefits if he is subsequently laid off.

The experience of the reserve fund has been perhaps the most interesting part of its story. As stated above, it was established in 1923 and through seven years of gradually expanding force was built up until, with interest accumulations, the fund in early 1930 reached \$82,000, the then required maximum of twice the largest weekly total payroll of the preceding twelve months. Additional interest accumulations since then have brought the total of contributions plus interest to approximately \$87,500.

Prior to 1930, levies on the fund were small, and conditions were such that recipients were able to find other employment within their period of benefit. Since then, however, as one would expect, the demands on the fund have been much heavier. Separation benefits have been paid to 203 persons; of whom 43, or 21% found or were found comparable jobs within the benefit period, 39 or 19% are still on benefits, and 121 or 60% did not obtain other employment before their benefits ceased. In addition, the fund has paid or is still paying compensation to 575 on account of loss due to part-time or transfer.

In net result, a total of \$49,855 has been disbursed under the rules up to October 1st, leaving present total assets of approximately \$37,650 or over 42% of the fund at its peak; and contingent liabilities, incurred through lay-off but unpaid, total \$3,100. Estimates of future possibilities of course have been made and vary with conditions that cannot be foretold. When the reserves stood at \$45,500 in May, for instance, it was calculated that more than one-third of the force still could be laid off and paid full benefits despite their long service.

There remains the problem of those who, in an extended depression, have not succeeded in finding new work before their benefits expired. It may be, another time, that such a situation should be eased by savings funds, perhaps by extended benefits made possible by a larger fund achieved by contribution or by conservation through less liberal payment of benefits for early part-time. In any event, Council now is maintaining close contact with these ex-employees, where needed, is aiding them with loans or gifts from a separate fund created by those still employed and fundamentally is keeping careful records that will be available as a basis for reviewing and refining the plan when the depression is over.

Nothing like emergencies, after all, reveal our strengths and our weaknesses, and this is not the time or place to appraise the values already or yet to be created through the agency of the fund. It is perhaps significant, however, that by carefully developing the plan to the foreseeable need, the reserve deemed necessary actually was built at a cost of less than  $\frac{2}{3}$  of 1% of the total payroll over the life of the plan so far, and that by setting it aside conveniently at a faster rate entirely in times of prosperity, it has imposed no burden since. It will be recognized as but the experience of all business with sound reserve prin-

ciples, here applied, strangely last of all, to the conservation of industry's most vital values—the stability of itself and its people. Through the incentive given to regularize, the reserve fund has been the foundation of the present company's stabilization program; through the protection it has afforded to skilled staff, it has been the keystone as well. It is not surprising that in the deliberate judgment of those concerned, it has been money well spent.



# THE DEPARTMENT IN NOVEMBER

## THE SECRETARY

On November 24, 1931, Dr. A. M. Northrup, Secretary of Labor and Industry, made the following statement to assembled members of the House and Senate:

"The Department of Labor and Industry wishes to present these facts.

"(1) The first question you may wish to ask is—how many persons in our State are out of work? And the second, how shall we know your figures are approximately correct? Two honest questions that must be answered to get at the truth and I shall attempt to answer them.

"The Federal census of April, 1930, compiled under the direction of the Director of the U. S. Bureau of Census, at Washington, showed 325,000 persons unemployed in Pennsylvania. This figure, at least, is the official report of an attempted enumeration of the unemployed. In estimating the number unemployed for periods subsequent to April, 1930, use is made of indexes of employment in the various industries based on information reported directly to the Federal Reserve Bank of Philadelphia and to the Department of Labor and Industry. The shrinkage in industrial employment between April, 1930, and October, 1931, added to the figure obtained in the National Census of 1930 indicates that there are 969,000 persons out of work in Pennsylvania. This is about 10 per cent of our total population, or 26 per cent of our industrial population. It indicates that 50,000 more workers were unemployed in October than were employed at the time the last estimate was made in June. The reports from employers indicate that 664,000 fewer workers were employed in October, 1931, than in April, 1930. Many of these are hungry, a matter of the gravest concern to every thinking American citizen. A carefully prepared study by Shelby Harrison, of the Russell Sage Foundation in New York, indicates that for various reasons, such as sickness, accident, seasonal employment, etc., approximately 5 per cent of our working population is unemployed in a good year. This in Pennsylvania would mean that 186,000 persons are unemployed even in a good year, so that unemployment as estimated for October, 1931, is five times the amount in a good year.

"For the 10 months of 1931 as compared with the first 10 months of 1930, indexes of industrial activity in Pennsylvania have shown the following changes:

Building permits issued . . . . .	—37%
Anthracite coal production . . . . .	—20%
Bituminous coal production . . . . .	—12%
Manufacturing output (9 mos.) . . . . .	—20%
Car loadings . . . . .	—21%



"Monday evening we received the information that on the two experimental road camps in Western Pennsylvania, there had been registered 2,200 men to fill 200 positions, with applicants still pouring in for work.

"This condition applies not only to Pennsylvania. The Commissioner of Labor of New York reports 1,500,000 unemployed in that great State, or about 12 per cent of its population.

"(2) The Pennsylvania figures of unemployment check with the Federal figures on decrease of industrial activity; they also check with the survey of Philadelphia unemployment; and they check with the statistics collected by the Department of Public Instruction, details of which you will have later from Dr. Rule.

"(3) The press at all times has been most helpful in broadcasting optimistic stories about industrial recovery in our State, but we must understand that these are partial selections only from the news.

"For example, on November 18th, a story went out from Harrisburg, claiming to show employment gains in Pennsylvania. It cited *specifically* that the value of building construction in Pittsburgh increased 76 per cent in September, 1931, over September, 1930. This was true but only part of the truth. The value of building in forty-three municipalities, including Pittsburgh, dropped 28.3 per cent in October under October, 1930. Building activities declined 44 per cent in Philadelphia under October of one year ago; 80 per cent in Scranton; and 86 per cent in Reading.

"The point is that no matter how much optimistic news is selected for the public, the Legislature and the Senate should have the complete information as well as our Department can furnish it.

"Copies of the report of the unemployment estimate for October, 1931, are available and we would be glad to furnish copies to any who want them."

## EMPLOYMENT

Very little change was observed in employment conditions throughout the State generally by the district offices of the Bureau of Employment during November. Federal, state, and municipal construction projects, including post-offices, water and sewer systems, and highways continue to provide employment in various localities. The employment camps for road work in Washington and Fayette Counties have aided in relieving the conditions in those communities.

Slight improvement is evident in some branches of the metal industry. Public utilities and transportation companies are generally confining their activities to maintenance. Textiles are fairly active with silk mills generally busy, and some improvement is observed in hosiery plants. Agricultural activities are generally at a standstill as far as need for workers on farms is concerned. Mild weather

has retarded production in the coal fields, reducing demand for house coal and at the same time making possible road construction and similar activities requiring stone production from quarries. Despite the mild weather, conditions are generally active in the anthracite section.

Reports from various municipalities indicate successful welfare and community chest drives and in a number of localities women's clubs are active in endeavoring to stimulate utilization of unskilled workers in odd job activities.

**PROFESSIONAL AND TECHNICAL WORKERS:** During November all the State employment offices reported an increase of applications made by white collar workers, and no demand for them except in the case of Lancaster which has placed a few salesmen and Harrisburg which has placed a few office managers and stenographers.

**BUILDING AND CONSTRUCTION WORKERS:** Allentown reports, "activities are slight in this district." Altoona reports that all men for the new post-office will be placed through the State office. Harrisburg reports the beginning of the Mary Sach's Store—a \$200,000 project. Johnstown reports building permits during November with a value of \$22,325. Lancaster reports work on the city streets. New Castle reports delay on the new post-office. Philadelphia reports activity "confined almost wholly to household work of an emergency nature." Pittsburgh reports that "while there has been a slight increase in the dollar value of building permits issued in some sections of this district, it has occasioned no change in the status of the building industry throughout the district as a whole." Reading reports 14 building permits issued amounting to \$12,340 as against 40 permits in October, 1930, for \$168,880. Scranton reports new construction of \$1,000,000 by the Scranton Electric Co. Wilkes-Barre reports no new jobs of fair size.

**TEXTILES AND CLOTHING:** Allentown reports all broad silk and rayon mills operating, although some on part time. Altoona reports 76 per cent capacity in the silk mill and a reduction of 10 per cent in the force during the month. Erie reports normal employment in the silk mill. Harrisburg reports slight pickup. Philadelphia reports lowest ebb in years for piece goods houses and dye house, carpet mills slack, full-fashioned hosiery mills spotty. Scranton and Wilkes-Barre report silk industry active but lace manufactures subnormal.

**METAL AND METAL PRODUCTS WORKERS:** Allentown reports conditions poor, with Bethlehem Steel giving 10,000 workers two days' work a week. Altoona reports Pennsylvania shops giving eight days a month. Erie reports local register company laying off girls and foundries slackening off. Johnstown reports steel stationary. Philadelphia reports a pickup in the demand for mechanics. Pittsburgh reports steel pickup of early November means steadier work for regular employes, but no demand for new workers. Wilkes-Barre reports

light sheet metal plants working fairly steadily but heavy metal works showing no improvement. Oil City reports no change, most shops employing a reduced force.

**TRANSPORTATION AND PUBLIC UTILITY WORKERS:** Altoona and Wilkes-Barre report maintenance forces only, and the latter office reports a lay-off of bus drivers.

**UNSKILLED AND SEMI-SKILLED WORKERS:** Altoona reports furnishing some men for the new post-office. Erie reports that the city is employing 100 men on a three-day basis. Johnstown reports a demand for female domestic help at low wages, and some unskilled workers placed on outside and road work. Lancaster reports a slight improvement in the temporary job market. Philadelphia reports filling some requests for touchers up and scale of domestic help dropping from \$8.00 to \$15.00 to \$5.00 to \$12.00. "Wealthy suburbanites are cutting wages and releasing ten to twenty per cent of the help they employed at the beginning of this year." Pittsburgh and Reading report no demand. Wilkes-Barre reports demand for female workers holding up but male workers unemployed feeling the scarcity of work severely. Oil City reports placing 35 men on road work.

## BEDDING AND UPHOLSTERY

The Bureau assisted the Department of Property and Supplies in checking up on delivery of 160 hair mattresses for the state sanatorium at Cresson; 36 feather pillows for the state hospital at Danville, and 200 pounds of bulk feathers for the Allentown State Hospital. A total of 90 samples were tested for adulterations and classifications of mixtures.

It is assisting the Industrial Department of Sing Sing Prison, Ossining, New York, in checking up on delivery of 100,000 pounds of hair which they purchased after our analysis of hair samples sent to them last month.

A check-up on delivery of two shipments of pillows (5,000 each) for the United States Veterans' Bureau at Washington was made this month. An interesting feature of this check-up was the use of the Standard Wash Test to see if the feathers were free from "objectionable odor." This test was perfected in our laboratory and has been written into the Specification for Feathers by the Veterans' Bureau.

## INSPECTION WORK

Following is a brief summary of the results of inspection work during the month of November:

### ORDERED OFF SALE FOR VARIOUS REASONS:

- 102 Mattresses, 106 Mattress-Pads, 6 Day Beds, 106 Cushions, 77 Pillows.
- 67 Comfortables, 15 Quilts, 36 Robes, 12 Sacks of Bulk Feathers.
- 427 Dinners, 666 Chairs, 126 Foot-Stools, 109 Davenport, 2 Lounges.
- 15 Radio Benches, 5 Baby Carriages, 168 Pieces Furniture, 32 Suits Furniture.

## MISCELLANEOUS:

557 Inspections, 448 Visits, 97 Violations, 97 Orders, 55 Compliances.  
4 Prosecutions.

## INSPECTION

Although safety campaigns are not usually reflected in immediate accident reductions the recent announcement that October's industrial accident record for the State was the smallest reported in sixteen years is taken as evidence that the October drive to knock off the accident peak accomplished very definite result. In Southwestern Pennsylvania the safety campaign continued throughout the territory of the Western Pennsylvania Safety Council through the operation of the annual Thanksgiving Month safety drive there.

Bureau personnel assisted in registering applicants for employment at the newly established highway labor camps. At the same time consideration was given to organized safety effort in these camps. Incidentally Secretary Lewis, of the Department of Highways, upon being provided with evidence of a large number of eye injuries sustained by Highway Department workers engaged in breaking stone on road projects, immediately provided goggles for all of these workers and issued orders that the goggles be worn.

In an effort to obtain more prompt compliance with orders issued to correct substandard safety conditions, the Bureau contemplates a much closer personal recheck by inspectors rather than dependence on follow-up letters which has been the procedure hitherto.

## INDUSTRIAL RELATIONS

*Number of  
Persons Involved*

Report for November:

Settlements secured . . . . .	5	482
Electrical workers . . . . .	2	305
Bituminous mine workers . . . . .	1	60
Gas station attendants . . . . .	1	55
Upholstery workers . . . . .	1	8
New disputes . . . . .	12	3,824
Carpenters . . . . .	1	200
Bituminous coal miners . . . . .	1	3,000
Upholstery workers . . . . .	5	62
Shirt workers . . . . .	1	250
Traction workers . . . . .	1	280
Fur workers . . . . .	1	16
Moving picture operators . . . . .	2	16



## INDUSTRIAL STANDARDS

During November the Bureau of Industrial Standards investigated seven petitions for action by the Industrial Board. Each of these petitions required personal investigation by a member of the Bureau. One important interpretation and one new rule were drafted, after investigations, and submitted to the Industrial Board for approval.

During the month seven requests for approvals of devices were investigated and the devices recommended for approval. The investigation of other projects underway are proceeding satisfactorily and will be completed at a later date.

The Director of the Bureau attended the "All South Safety Conference" held in Charlotte, North Carolina, the first week in November.

In addition to the routine work carried on by the Hygiene and Sanitation Section, the following are the special activities of this Section:

Conference in Conshohocken with officials of the Schuylkill Valley Metals Company and with Carlyle and Doughty in regard to making a study of the lead hazards in the respective plants of these companies;

Conferences with Dr. Henry Field Smyth in Philadelphia and in Harrisburg in regard to the study of lead workers and plant hazards in the above named establishments;

Conference with representatives of the Department of Property and Supplies in regard to the health hazards involved in the use of the floor cleaning and polishing materials used by the hardwood floor workers of that Department.

## WOMEN AND CHILDREN

The work of the Bureau of Women and Children in the administration of the home work regulations seems to be increasing rather than decreasing as a result of the business depression. Close buying and the sharp competition for business prevalent at this time result in rush orders to manufacturers. Particularly in the clothing industry the tendency is for an increasing amount of work to be sent to contractors who in turn distribute it to home workers. This means that the Bureau must be constantly on the alert to license new employers and new contractors and to investigate the homes where the work is done, to insure in so far as possible that the rush work does not result in the illegal employment of children or in excessive hours of work for women.

During the month of November contacts have been made by representatives of the Bureau with approximately 300 home working families and 50 employers, and since September first 39 new firms have been licensed to distribute home work in the State.



## REHABILITATION

During the month of November, the services of the Bureau of Rehabilitation were offered to 72 disabled persons, reported from all sections of the Commonwealth, and 55 disabled persons registered with the Bureau requesting its aid in obtaining suitable employment. Nineteen disabled persons were returned during the month to suitable employment and 32 cases were closed due to death, permanent removal from the Commonwealth, non-susceptibility and to other causes. The Workmen's Compensation Board referred to the Bureau during November 23 petitions filed by disabled persons for lump-sum payment of workmen's compensation for investigation and report to the Board.

The Bureau aided 112 handicapped persons financially in training courses to fit them for suitable employment; of that number, there were twenty women and two blind persons.

For the purpose of increasing the efficiency of the Bureau and extending the scope of its service, some problems are being considered, and plans for surveys and studies are being made.

## BUREAU OF WORKMEN'S COMPENSATION

Accident reports received by the Bureau of Workmen's Compensation during the month of November reached the lowest level for any month since the Workmen's Compensation Law went into effect, January 1, 1916.

The number of cases reported for the month was 8,064 including 92 fatal and 7,972 non-fatal cases. Accident totals for the first eleven months of 1931 as compared with the corresponding months of 1930 are shown in the following tables:

1931

MONTH	Fatal	Non-fatal	Total
January.....	154	10,614	10,768
February.....	117	8,927	9,044
March.....	129	9,091	9,220
April.....	124	9,076	9,200
May.....	143	8,933	9,076
June.....	131	8,898	9,029
July.....	128	8,789	9,917
August.....	122	9,185	9,307
September.....	132	9,090	9,222
October.....	116	10,303	10,419
November.....	92	7,972	8,064
Total.....	1,388	101,878	103,266

1930

MONTH	Fatal	Non-fatal	Total
January.....	180	14,107	14,287
February.....	155	11,914	12,069
March.....	115	12,089	12,204
April.....	167	11,309	11,476
May.....	125	12,059	12,184
June.....	140	11,848	11,988
July.....	176	12,108	12,284
August.....	150	12,380	12,530
September.....	166	11,790	11,956
October.....	129	13,238	13,367
November.....	141	10,279	10,420
Total.....	1,644	133,121	134,765

Compensation payments were authorized either by agreements or awards for the month in 5,530 cases, involving a total compensation liability of \$888,111, sub-divided as follows:

Fatal cases.....	\$320,977
Permanent disability cases.....	\$239,969
Temporary disability cases.....	\$327,165

The total compensation liability for the month of October was \$1,118,479 covering 5,769 cases. The compensation awarded during the month of November was the lowest amount thus far reached for any month during the year 1931.

Petitions in contested cases were filed with the Bureau during the month and assigned to the Referees in 543 cases including 258 claim petitions and 285 other petitions. The Referees disposed of 532 cases during the month. During the month of October 728 cases were assigned to the Referees and they disposed of 610 cases. The total number of assignments for October and November was 1,271 while the number of disposals during the same period was 1,142, leaving 129 more assignments than disposals during the two month period.

During the month 345 cases were assigned to the Adjusters connected with the Bureau for investigation. During the same period the Adjusters made investigations in 343 cases. Agreements for the payment of compensation were secured in 90 cases. Nine cases were found to be non-compensable, and it was found that there were no dependents entitled to compensation benefits in 14 fatal cases. Claim petitions were filed in 88 cases; petitions for review and modification in 26 cases. Investigations were made for the Workmen's Compensation Board in 28 cases where petitions for lump sum payments were filed and 47 cases where petitions were filed for the appointment of someone to receive and disburse compensation payments on behalf of minor dependents in fatal cases. The proper Consular offices were notified in 4 cases where there were non-resident alien dependents. Investigations were made in 7 cases where complaints were filed by the injured person and in 1 case where a minor was injured while illegally employed, the employer was required to enter into an

agreement and pay double compensation as required by the amendment to the Workmen's Compensation Law effective July 1, 1931. The number of cases remaining in the hands of the Adjusters, December 1st, was 223.

Employment certificates were requested in 13 cases where minors under sixteen years of age were injured during the course of their employment. Certificates were furnished in 8 cases while 5 cases were referred to the Adjusters for investigation.

In 69 permanent injury cases, the Bureau requested information from the injured employes in order to determine whether the injured persons were receiving the full benefits of the Workmen's Compensation Law. Replies were received in 51 cases verifying the information given on the agreements for the payment of compensation. Replies have not been received in 10 cases and in the remaining 8 cases, investigations are being made.

The records in the Insurance Coverage Section show that 567 employers, who heretofore did not carry compensation insurance, secured policies during the month of November. A number of cases have been listed for prosecution in Philadelphia and several prosecutions have been brought in the Pittsburgh district. In the Scranton district a long list of violators, reported to the Bureau, was cleared up with the prospects of several prosecutions.

A conference of the Adjusters connected with the Bureau of Workmen's Compensation was held in the office of the Bureau, at Harrisburg, on December 11th. The Supervising Inspectors of the Bureau of Inspection met in Harrisburg on the same date, and a joint conference was arranged in order that there might be better cooperation on the part of the two Bureaus in enforcing the compulsory insurance provision of the Workmen's Compensation Law.

## WORKMEN'S COMPENSATION BOARD

The Workmen's Compensation Referees reported 2,405 cases on hand November 1, 1931; new cases assigned during the month, 577; disposals, 644; on hand December 1, 1931, 2,338. These cases include original claim petitions, petitions for modification, reinstatement, review and termination of agreements, petitions for physical examination of employe, petitions for commutation of payments assigned for the purpose of taking testimony, and cases assigned for the taking of testimony upon request of compensation commissions of other states.

During the same period there were 110 appeals filed with the Workmen's Compensation Board from decisions of referees and 10 appeals to the common pleas courts of the State from decisions of the Workmen's Compensation Board.

The Board filed opinions and orders in cases appealed from referees during the month of November, as follows:

Referee affirmed, 45; Referee reversed, 7; Reharing granted, 10; Ordered to file statement, 2; Amended award, 2; Withdrawn, 11; Total, 77.

Seventy-five petitions for commutation of payments were filed during the month, and 76 acted upon. Lump sum payments ordered during the month total \$48,845.25.

Other petitions acted upon are as follows: Petitions to authorize a surviving parent or other person to collect compensation of minors in the absence of a guardian, 42; Miscellaneous petitions, 6; Petitions for allowance of attorney's fee, 4.

---

## OCCUPATIONAL DISEASE LEGISLATION

The editor has received for review the report of a committee of the American Public Health Association on Occupational Disease Legislation.

As bills calling for the granting of compensation for occupational disease have been introduced in a number of recent sessions of the Pennsylvania Legislature (1917, H. 834; 1923, S. 1073; 1929, H. 1192, S. 681; 1931, H. 176, H. 1607, H. 1608, H. 1893) it is evident that this is a question on which the electorate should have reliable information. The experience of other states and of countries which are now administering this type of legislation must naturally be the source from which rational deductions can be drawn.

Abstracts of and excerpts from the laws in force in the various countries, states, and provinces enable the reader to compare provisions now being administered in different jurisdictions. Statistics are also presented, in some instances, covering the number and the extent of the disabilities reported or compensated under these laws.

The volume has been carefully compiled. The data on the laws in force in the United States have been checked with up-to-date texts of 1931. It is a thoroughly reliable publication both for study and for reference. Copies may be obtained from the American Public Health Association, 450 Seventh Avenue, New York City, at a cost of \$1.50 each.

## THREE TROPHY WINNERS

DUQUESNE LIGHT, RESERVE GAS, AND HOPE NATURAL GAS COMPANIES  
CAPTURE COVETED SAFETY AWARDS

Industrial concerns of southwestern Pennsylvania, which are always to the front when safety trophies are awarded, have recently been gaining new laurels. "Labor and Industry" presents herewith reproductions of two trophies, one of these, won by the Duquesne Light Company, of Pittsburgh, was offered by the Pennsylvania Electric Association for the best accident rate among electrical companies employing more than 500 persons over the 6 months' period from January 1 to June 30, 1931. The other trophy reproduced is that awarded by the National Safety Council to the Duquesne Light Company for the best record in its class over a period of a year, from June 1, 1930, to June 1, 1931. Two trophies, which are exact reproductions of those awarded by the National Safety Council to Duquesne Light, have been received by the Reserve Gas Company, of Pittsburgh, and the Hope Natural Gas Company, of Pittsburgh, for the best records in their classes in the National Safety Council competition.

The Pennsylvania Electric Association trophy was won by the Duquesne Light Company with an accident frequency rate of 3.078. The Duquesne Company won the National Safety Council trophy with a frequency rate for the contest period of 4.1886.

The Hope Natural Gas Company, with 1,776 employes, worked 4,428,432 hours with 5 lost-time accidents, a frequency rate of 1.129. This company won the National Safety Council's Group A trophy in the Gas division.

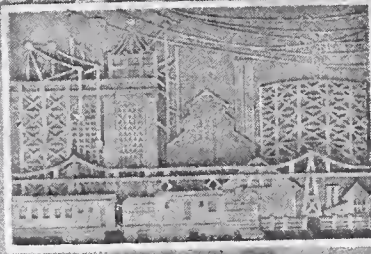
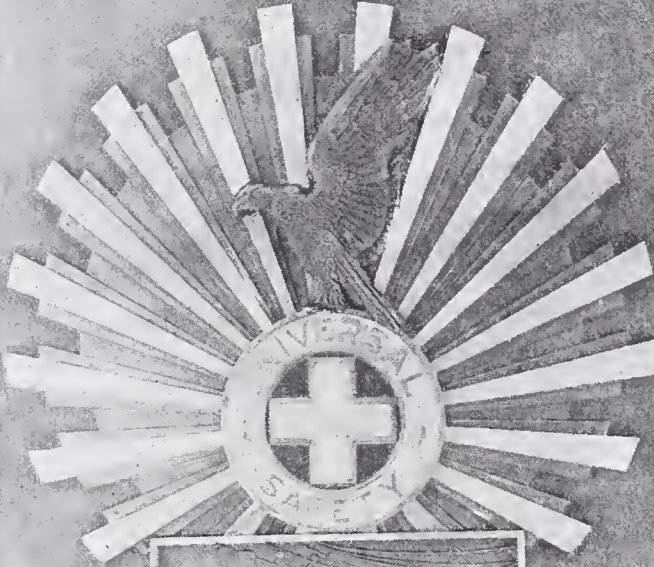
---

The trophy won by the Reserve Gas Company was that offered for first place in Group B of the Gas division. The Reserve Gas Company operated with 169 employes for a period of 424,008 hours with one lost-time accident, a frequency rate of 2.358.



# NATIONAL SAFETY COUNCIL

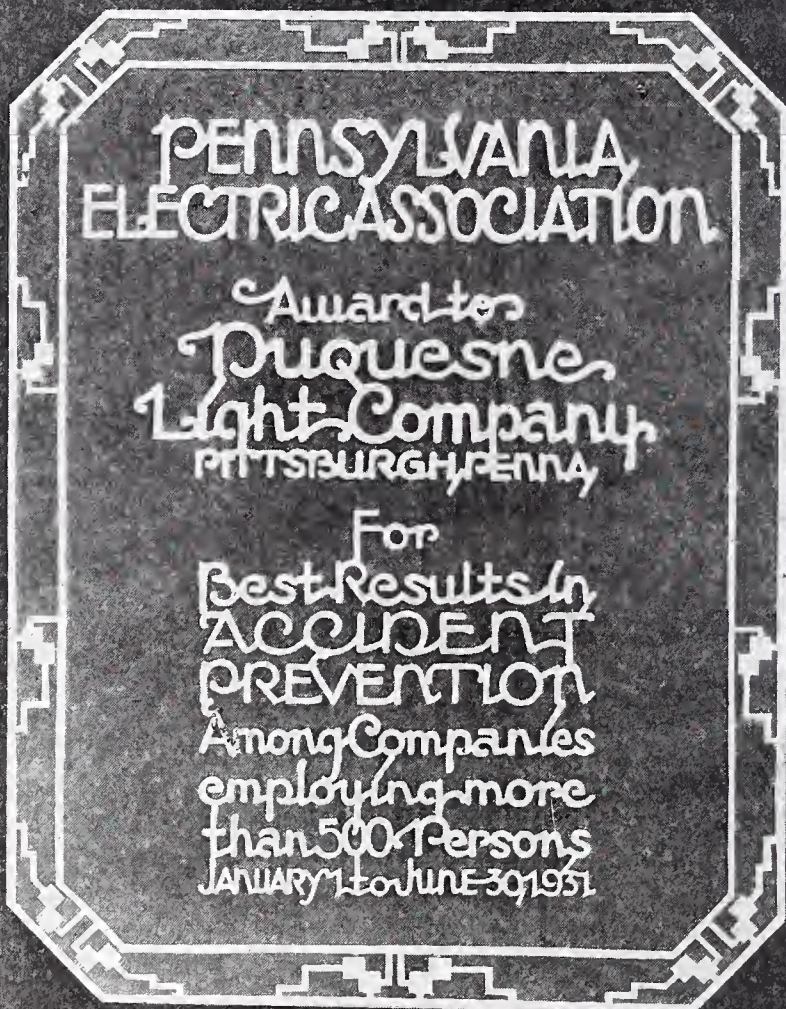
GROUP A TROPHY - ELECTRIC DIVISION  
PUBLIC UTILITIES SECTION ANNUAL SAFETY CONTEST  
FIRST PLACE



AWARDED TO  
DUQUESNE LIGHT CO., PITTSBURGH, PA.  
FOR THE BEST NO ACCIDENT RECORD  
JULY 1, 1930 TO JUNE 30, 1931

REPRODUCTION OF TROPHY





REPRODUCTION OF TROPHY

# REVIEW OF INDUSTRIAL STATISTICS\*

PREPARED BY  
The Bureau of Statistics

## EMPLOYMENT AND WAGE PAYMENTS

### General Summary

While improvement in employment and payrolls for a number of individual industries was shown in the October reports, the number showing increases was a minority and a general shrinkage of industrial employment and payrolls continued. The most noteworthy gain for the month was the seasonal advance in anthracite mining activity. The gain in anthracite mining coupled with the slight payroll and working time expansions in other industries was the most encouraging factor in the industrial employment survey for October. Adverse factors were the failure of the manufacturing and trading industries to exhibit a normal seasonal advance, the increasing scarcity of jobs as indicated by the public employment office reports, and the rapid spread of wage reductions throughout manufacturing industries during the month. A summary picture of the changes in the industrial employment situation for October is shown in the following table.

#### CHANGES IN INDUSTRIAL EMPLOYMENT, HOURS, AND EARNINGS IN PENNSYLVANIA

ITEM	October, 1931, as compared with September, 1931 Per cent change	October, 1931, as compared with October, 1930 Per cent change
Employment:		
Manufacture.....	- 1.2	-16.8
Anthracite coal mining.....	+ 8.5	-12.3
Bituminous coal mining.....	+ 0.1	-12.4
Building and contracting.....	- 1.8	-25.3
Road construction.....	+14.6	+48.0
Street railways.....	- 1.2	- 1.6
Retail trade.....	+ 0.9	- 7.6
Wholesale trade.....	+ 1.0	- 0.2
Payrolls:		
Manufacture.....	+ 0.2	-33.2
Anthracite coal mining.....	+40.5	-24.4
Bituminous coal mining.....	+ 7.7	-34.1
Building and contracting.....	+ 4.2	-27.1
Road construction.....	..... <sup>1</sup>	..... <sup>1</sup>
Street railways.....	- 8.1	- 9.6
Retail trade.....	..... <sup>1</sup>	..... <sup>1</sup>
Wholesale trade.....	..... <sup>1</sup>	..... <sup>1</sup>
Hours worked, weekly average.....	+ 3.1	-14.9
Average weekly earnings:		
Manufacture.....	+ 1.3	-19.3
Anthracite coal mining.....	+30.7	-17.4
Bituminous coal mining.....	+ 7.4	-24.6
Building and contracting.....	+ 1.0	- 7.8
Street railways.....	+ 9.1	- 3.7

<sup>1</sup>No data available.

\*Advance copies of the monthly reports covering subjects discussed in this review may be secured upon application to the Department.

## Applicants for Work at Public Employment Offices Increase

An increasing scarcity of work throughout the State was indicated in the reports from State public employment offices for October. A total of 12,219 applicants for work were registered at the public employment offices during the four weeks, September 28th to October 24th, covered by the report for October, an 11.5 per cent increase over the weekly average for September. Job opportunities listed in October numbered 2,600, a one per cent increase over the weekly average for September. The 12 per cent increase in applicants as contrasted with a one per cent increase of job openings shows a definite decrease in the relative availability of work for October as compared with September. The ratio of applicants per 100 job openings increased from 426 to 100 in September to 470 to 100 in October, a 10.3 per cent gain. Jobs were found for 2,321 persons during October, or a weekly average of 564 placements for October as compared with a weekly average of 566 placements for September. The ratio of applicants to jobs as established by the public employment office figures for October was the second highest for the first ten months of 1931, and except for the ratio for August, 1931 (473 to 100), was the highest ratio of applicants to openings for any period during the nine years for which comparative records are available.

Of the 14 cities in which State public employment offices are operated, Altoona, Erie, Johnstown, and Williamsport showed the greatest demand for workers in proportion to the number of applicants. In these four cities the ratio of applicants to openings was less than two to one, varying from 150 to 100 for Erie to 192 to 100 for Williamsport. Allentown, Harrisburg, New Castle, Scranton, and Wilkes-Barre showed ratios of two to three applicants for every job open. Oil City showed a ratio of more than three to one, Philadelphia a ratio of nearly six to one, and Pittsburgh a ratio of nearly ten to one.

For the first ten months of 1931 the public employment office reports show that 109,679 applicants for work were registered, 29,493 job opportunities were listed, and jobs were secured for 25,948 workers. As compared with totals for the corresponding period in 1930, the number of applicants for work in 1931 shows an 11.1 per cent increase, the number of job openings listed a 2.5 per cent decrease, and the number of placements in jobs a 4.1 per cent decrease. The number of jobs listed as available during the first ten months of 1931 was only 27 per cent of the number needed to provide employment for all applicants.



**REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF OCTOBER, 1931**  
(FOUR WEEKS, SEPTEMBER 28, 1931, TO OCTOBER 24, 1931, INCLUSIVE)

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>GRAND TOTAL</b> .....	12,219	7,729	4,490	2,600	1,446	1,154	3,084	1,690	1,394	2,321	1,314	1,007
Total industrial group (skilled).....	3,991	2,610	1,381	777	534	243	1,029	699	330	679	479	200
Building and construction.....	393	393	...	101	101	...	128	128	...	94	94	...
Shipbuilding.....	214	214	...	74	74	...	96	96	...	66	66	...
Chemicals and allied products.....	13	13	...	...	...	...	...	...	...	...	...	...
Clay, glass and stone products.....	7	7	...	...	...	...	...	...	...	...	...	...
Clothing.....	104	23	81	8	...	8	10	...	10	8	...	8
Textiles.....	187	70	117	2	...	...	2	...	...	2	...	...
Food and kindred products.....	51	50	1	2	2	...	41	8	33	22	7	15
Lumber, rubber and composition goods.....	93	71	22	10	10	...	4	...	...	2	...	...
Paper and printing.....	117	78	39	26	16	10	19	19	10	10	10	...
Metals and metal products.....	595	542	53	101	101	...	33	23	10	26	16	10
Mines and quarries.....	42	42	...	2	2	...	137	137	...	96	96	...
Transportation and public utilities.....	339	233	106	64	35	29	2	2	...	2	...	...
Hotel and restaurant.....	775	191	584	155	48	107	89	45	44	55	31	24
Wholesale and retail trade.....	550	366	184	152	97	55	219	67	152	144	48	96
Miscellaneous.....	423	262	161	50	37	13	55	43	12	104	69	35
										48	36	12
Total other groups.....	8,228	5,119	3,109	1,823	912	911	2,055	991	1,064	1,612	835	807
Clerical and professional.....	1,618	992	626	117	71	46	182	108	74	102	58	44
Agriculture.....	70	59	11	29	22	7	31	24	7	27	20	7
Semi-skilled.....	1,689	641	1,048	642	149	493	792	642	607	546	144	402
Unskilled.....	3,526	3,035	491	347	287	60	405	329	76	334	278	56
Casual and day workers*.....	1,325	392	933	688	383	305	645	345	300	633	335	298
September, 1931.....	13,695	8,390	5,305	3,218	1,613	1,605	3,906	1,955	1,951	2,829	1,405	1,364
October, 1930.....	9,443	6,065	3,378	2,700	1,522	1,178	3,350	1,828	1,522	2,419	1,347	1,072
October, 1929.....	8,358	5,858	2,500	5,003	3,758	1,245	5,074	3,719	1,355	3,714	2,735	979
Per cent of applicants placed.....	19	17	22	89	91	87	...	...	...	...	...	...
Per cent of openings filled.....	...	...	...	...	...	...	75	78	72	...	...	...
Per cent of persons referred placed.....	...	...	...	...	...	...	...	...	...	...	...	...

\*The placement of each casual or day worker is recorded for only one (1) placement per week.



## Decline in Factory Employment Continues

Employment in Pennsylvania's mills and factories continued to recede in October, declining 1.2 per cent as compared with September. A one per cent gain in manufacturing employment is normally expected for October, the month when manufacturing activity usually reaches its fall peak. There has been little seasonal rise and fall in manufacturing employment during the last two years. Employment in manufacturing plants in Pennsylvania has been declining almost steadily since September, 1929. In October, 1931, manufacturing employment reached a level 29 per cent below that for the corresponding month two years ago. Payrolls of manufacturing concerns for October, 1931, gained slightly over September, showing an 0.2 per cent increase. Normally, manufacturing payrolls between September and October show a five per cent gain. The volume of wage payments in manufacturing establishments for October, 1931, was 50 per cent less than for the same month in 1929. With the total manufacturing payroll in Pennsylvania for a normal week estimated at \$25,000,000, the average weekly payroll for October represents a reduction of the wage income of Pennsylvania factory workers of approximately \$12,500,000 a week now as compared with earnings for the same month two years ago.

Decreased employment for October as compared with September was shown for 30 of the 51 manufacturing industries covered by the report, the largest declines occurring in the metal, food, lumber, and leather and rubber industries. Reduced payrolls were reported for 24 of the 51 industries; the metal, lumber, and leather and rubber industries showing the largest reductions.

In the metal group, largest employment and payroll declines were shown for steel works and rolling mills, structural iron works, and engine and pump manufacturers. Gains in employment and payrolls were recorded for the iron and steel forgings, steam and hot-water heating apparatus, and stove and furnace industries. Reports for railroad repair shops and shipyards also indicated substantially increased activity. October payrolls for the railroad repair shops were 30 per cent larger than in September, while wage payments in the ship-building industry gained 64 per cent.

In the textile industry, employment for October was five per cent higher than in September, and payrolls increased 10 per cent. Largest gains were shown for the silk, carpet and rug, and hosiery industries. Decreased operations were shown for textile dyeing plants and for the men's and women's clothing industries.

The only change of consequence in the food and tobacco group was the seasonal reduction in ice-cream manufacture. October employment in the ice-cream industry was reduced 17 per cent as compared with September, with payrolls correspondingly lower. Employment gains were recorded for the bakery, confectionery, and meat-packing industries. October employment in cigar manufacture was nearly two per cent less than in September.



GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Oct. 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Oct. 15, 1931	Index Numbers 1923-1925 = 100		Week Ended	Sept. 15, 1931	
			Per cent change compared with				Oct., 1931	Per cent change compared with Oct., 1930			
			Oct., 1931	Sept., 1931	Oct., 1930						
Foods and tobacco: (5) 32%	91	21,084	104.4	— 1.8	— 2.2	400,908	94.3	+ 0.7	— 7.4	\$19.01	\$18.56
Bread and bakery products.....	27	3,827	104.0	— 1.0	— 4.9	99,347	97.2	+ 1.5	—10.7	25.96	25.35
Confectionery.....	13	4,725	107.4	+ 0.3	+ 1.5	89,500	104.3	+ 6.9	+ 2.5	18.94	17.79
Ice cream.....	11	1,093	88.9	—16.8	—10.7	34,291	87.4	—17.0	—13.5	31.47	31.47
Meat packing.....	14	1,982	96.1	+ 2.3	— 0.4	54,082	85.9	+ 8.7	— 8.0	27.29	25.71
Cigars and tobacco.....	26	9,457	101.9	+ 1.5	— 1.6	123,688	82.5	+ 0.8	— 8.6	13.08	13.00
Stone, clay and glass products: (3) 42%	68	10,782	57.7	+ 1.9	—12.6	202,311	38.7	+ 0.3	—31.7	18.76	19.08
Brick, tile and pottery.....	34	3,951	68.5	+ 3.5	—13.1	58,922	39.4	— 1.5	—35.6	14.91	15.66
Cement.....	15	4,030	49.3	— 0.4	—17.4	86,982	33.8	— 4.8	—36.8	20.14	22.58
Glass.....	19	2,801	59.7	+ 3.6	— 4.9	56,407	51.1	+12.1	—15.7	20.14	18.64
Lumber products: (3) 27%	52	3,778	56.6	— 7.2	—20.7	73,082	48.1	—17.6	—32.3	19.34	21.75
Lumber and planing mills.....	16	844	36.4	+ 6.7	—37.5	16,281	32.1	+15.9	—33.5	19.29	17.78
Furniture.....	30	2,126	63.7	—13.5	—14.6	43,798	54.0	—26.3	—32.5	20.60	24.15
Wooden boxes.....	6	808	61.4	— 2.8	—13.5	13,003	51.2	—14.8	—30.2	16.09	18.41
Chemical products: (5) 47%	56	10,601	83.7	— 1.8	— 4.8	262,225	74.2	— 0.5	—20.4	24.74	24.44
Chemicals and drugs.....	33	1,067	63.5	— 2.0	— 4.5	27,024	57.1	— 5.8	—13.7	25.33	26.37
Coke.....	3	1,810	61.5	+ 4.6	—22.3	30,070	32.5	+ 0.3	—56.8	16.61	17.29
Explosives.....	3	490	76.1	— 0.4	— 2.1	11,586	82.9	+ 3.4	—13.9	23.64	22.78
Paints and varnishes.....	11	1,274	85.1	— 2.1	— 6.6	27,782	74.5	— 2.7	—21.3	21.81	21.96
Petroleum refining.....	6	5,960	119.9	+ 3.5	+ 2.1	165,763	116.3	+ 0.2	— 7.6	27.81	26.77
Leather and rubber products: (4) 46%	45	10,204	93.0	— 4.1	— 6.8	199,540	81.0	— 9.2	—19.4	19.56	20.68
Leather tanning.....	17	5,310	96.6	— 5.1	—13.8	117,882	83.2	—10.5	—26.0	22.20	23.56
Shoes.....	17	3,545	100.6	+ 0.4	+ 5.8	49,712	84.6	— 2.4	— 1.9	14.02	14.41
Leather products, other.....	7	553	69.8	—15.7	—10.9	11,928	64.5	—17.5	—27.0	21.57	22.05
Rubber tires and goods.....	4	796	81.7	— 6.6	— 3.0	20,018	83.5	—12.0	— 8.9	25.15	26.66
Paper and printing: (3) 30%	67	12,609	92.1	+ 1.1	— 6.0	355,752	87.0	+ 0.1	—17.2	28.21	28.59
Paper and wood pulp.....	13	3,688	79.3	+ 1.3	— 4.6	81,313	63.6	+ 6.0	—23.9	22.05	21.20
Paper boxes and bags.....	10	1,059	87.4	+ 5.0	— 6.8	17,040	88.9	+ 8.7	—17.7	16.09	15.54
Printing and publishing.....	44	7,862	97.4	+ 0.5	— 5.8	257,39	96.4	— 2.0	—13.8	32.74	33.81

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

In the lumber industry, planing mills reported slightly increased operations as compared with September, but activity in the furniture industry declined sharply.

In the leather and rubber group, tanneries reported a five per cent reduction of employment and an 11 per cent decrease of payrolls for October as compared with September. Shoe factories reported slight change of employment and payroll totals as compared with September, but in the manufacture of other leather goods, employment and payroll totals for October which were approximately 16 per cent lower than in September. Further declines were shown for the rubber industry.

### **Working Time Shows Improvement**

Working time in manufacturing plants for October gained 2.4 per cent as compared with September. Increased operating time was shown for the transportation equipment; textile; food and tobacco; stone, clay, and glass; and paper and printing groups. Decreased hours were reported for the metal, lumber, chemical, and leather and rubber groups. Employees in all manufacturing industries averaged 37.0 hours of work a week during October as compared with 35.9 hours a week in September and as compared with 43.5 hours a week in October, 1930. Weekly earnings of factory workers averaged \$19.72 a week for October as compared with \$19.47 a week in September and as compared with \$24.45 a week in October, 1930.

### **Manufacturing Employment Shows Gain in Ten of Sixteen Industrial Areas**

The employment and payroll reports from manufacturing firms for October classified according to industrial area show employment gains for 10 of the 16 areas and wage payment increases for seven areas. The degree of employment gain varied from less than one per cent in the Allentown-Bethlehem-Easton, Johnstown, Scranton, and York areas to as high as 4.2 per cent in the Harrisburg area. Factory employment in the Philadelphia area for October was 2.1 per cent less than in September, and the records for the Pittsburgh area show a 4.9 per cent decrease. Areas showing gains in manufacturing payrolls for October were Altoona, Erie, Harrisburg, New Castle, Philadelphia, Reading-Lebanon, and Wilkes-Barre; the increases varying from 1.4 per cent in Philadelphia to as high as 12.7 per cent in the Reading-Lebanon area. Reduced wage payments of five per cent or more were shown for the Johnstown, Lancaster, Pittsburgh, and Sunbury areas.



HOURS WORKED AND HOURLY EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Oct. 15, 1931	Total Weekly Wages Week Ended Oct. 15, 1931	Total Weekly Employee Hours		Average Hourly Earnings	
				Oct. 15, 1931	Sept. 15, 1931	Oct. 15, 1931	Sept. 15, 1931
					Per cent Change		
ALL MANUFACTURING INDUSTRIES: (48).....	585	187,964	\$3,725,563	6,960,107	+ 2.4	\$ .535	\$ .549
Metal products:	204	97,969	1,875,812	3,271,839	- 1.0	.579	.603
Blast furnaces.....	10	1,288	25,764	48,110	+ 2.3	.536	.599
Steel works and rolling mills.....	38	44,552	794,555	1,377,433	- 4.1	.577	.624
Iron and steel forgings.....	9	1,186	23,016	43,902	+ 25.1	.525	.535
Structural iron work.....	8	2,436	47,812	86,076	- 3.6	.555	.600
Steam and hot water heating appliances.....	13	2,549	54,929	95,614	+ 18.4	.574	.577
Stoves and furnaces.....	4	231	4,513	6,397	- 2.7	.705	.704
Foundries.....	28	4,944	75,466	130,006	- 0.2	.580	.610
Machinery and parts.....	38	6,347	119,224	198,816	- 2.3	.600	.587
Electrical apparatus.....	21	26,929	584,882	981,295	+ 0.4	.596	.596
Engines and pumps.....	10	1,600	29,609	48,332	- 13.9	.613	.598
Hardware and tools.....	14	3,561	63,721	129,200	+ 12.6	.493	.498
Brass and bronze products.....	11	2,346	52,291	95,501	+ 0.1	.548	.548
Transportation equipment:	29	13,595	295,246	489,774	+ 4.5	.603	.615
Automobiles.....	4	2,732	43,850	75,678	- 12.1	.579	.639
Automobile bodies and parts.....	8	3,078	107,386	164,875	+ 5.1	.651	.643
Locomotives and cars.....	9	4,500	76,694	148,498	- 7.2	.516	.546
Railroad repair shops.....	4	1,507	24,620	35,422	+ 30.4	.695	.715
Shipbuilding.....	4	1,778	42,696	65,501	+ 70.0	.654	.678
Textile products:	102	34,222	600,383	1,460,447	+ 14.3	.411	.409
Cotton goods.....	11	1,679	27,003	59,811	- 4.8	.451	.476
Woolens and worsteds.....	8	1,587	31,525	70,383	+ 4.6	.448	.455
Silk goods.....	31	13,318	213,673	568,635	+ 7.1	.376	.382
Textile dyeing and finishing.....	9	915	19,117	41,669	- 8.4	.501	.514
Carpets and rugs.....	6	2,076	46,762	92,845	+ 11.5	.504	.494
Hosiery.....	16	10,470	206,806	455,961	+ 47.9	.454	.456
Knit goods, other.....	10	1,911	28,146	78,770	- 2.0	.387	.371
Men's clothing.....	3	200	2,403	8,015	- 10.7	.300	.290
Women's clothing.....	6	925	10,578	38,249	- 13.2	.277	.270
Shirts and furnishings.....	3	1,141	14,370	49,630	- 1.6	.290	.290



HOURS WORKED AND HOURLY EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Oct. 15, 1931	Total Weekly Wages Week Ended Oct. 15, 1931	Total Weekly Employee Hours			Average Hourly Earnings Week Ended	
				Oct. 15, 1931	Sept. 15, 1931	Per cent Change	Oct. 15, 1931	Sept. 15, 1931
Foods and tobacco:	54	9,857	\$ 198,882	412,149	398,324	+ 3.5	\$ .483	\$ .452
Bread and bakery products.....	21	2,125	50,630	108,123	106,987	+ 1.1	.468	.466
Confectionery.....	7	2,314	50,100	120,426	105,776	+ 13.9	.416	.421
Ice cream.....	8	687	22,256	38,358	48,170	-20.4	.580	.554
Meat packing.....	9	1,101	29,945	56,969	53,895	+ 5.7	.526	.525
Cigars and tobacco.....	9	3,630	45,951	88,273	83,496	+ 5.7	.521	.508
Stone, clay and glass products:	44	7,778	152,393	299,000	284,316	+ 5.2	.510	.514
Brick, tile and pottery.....	22	2,578	42,250	87,675	83,359	+ 5.2	.482	.489
Cement.....	10	3,336	69,784	133,981	131,246	+ 2.1	.521	.540
Glass.....	12	1,864	40,359	77,344	69,711	+ 10.9	.522	.495
Lumber products:	47	3,068	61,302	122,081	138,249	-11.7	.502	.544
Lumber and planing mills.....	13	556	12,058	23,722	21,302	+ 11.4	.508	.497
Furniture.....	29	1,900	38,906	82,498	98,517	-16.3	.472	.569
Wooden boxes.....	5	612	10,338	15,861	18,430	-13.9	.652	.469
Chemical products:	24	7,368	195,205	336,481	347,770	- 3.2	.580	.566
Chemicals and drugs.....	10	595	16,091	32,589	35,194	- 7.4	.494	.498
Paints and varnishes.....	9	1,242	27,162	54,542	53,406	+ 2.1	.498	.523
Petroleum refining.....	5	5,531	151,952	249,350	259,170	- 3.8	.609	.585
Leather and rubber products:	30	5,987	117,905	236,620	262,602	- 9.9	.498	.465
Leather tanning.....	9	2,615	58,677	91,012	105,736	-13.9	.645	.532
Shoes.....	11	2,086	28,225	90,051	92,698	- 2.9	.313	.320
Leather products, other.....	6	490	10,985	25,077	25,077	-20.8	.553	.539
Rubber tires and goods.....	4	796	20,018	35,685	39,091	- 8.7	.561	.582
Paper and printing:	51	8,120	228,435	362,873	348,808	+ 4.0	.630	.635
Paper and wood pulp.....	9	2,901	68,494	130,480	122,247	+ 6.7	.525	.530
Paper boxes and bags.....	7	661	11,475	32,789	29,156	+ 12.5	.350	.343
Printing and publishing.....	35	4,558	148,466	199,604	197,405	+ 1.1	.744	.747
Building and contracting.....	47	3,686	92,616	164,480	160,092	+ 2.7	.563	.570

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—CITY AREAS<sup>1</sup>

CITY AREA	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Oct. 15, 1931	Index Numbers 1923-1925 = 100			Total Weekly Payroll Week Ended Oct. 15, 1931	Index Numbers 1923-1925 = 100		Per cent change compared with Oct. 15, 1931	Week Ended	
			Oct., 1931	Per cent change compared with			Oct., 1931				
				Sept., 1931	Oct., 1930			Sept., 1931			Oct., 1931
Allentown—Bethlehem—Easton.....	76	20,485	62.0	+ 0.8	-20.7	\$ 428,301	47.3	- 0.4	-38.1	\$20.91	\$21.16
Altoona.....	14	2,211	74.9	- 2.1	- 8.9	35,251	56.4	+ 2.5	-28.8	15.94	15.23
Erie.....	24	7,785	78.7	+ 2.5	-17.4	170,866	60.8	+ 2.0	-31.9	21.95	22.01
Harrisburg.....	33	7,992	69.5	+ 4.2	-24.3	156,730	56.2	+ 3.1	-33.7	19.61	19.85
Hazleton—Pottsville.....	19	3,071	75.0	- 2.3	-14.8	54,281	68.6	- 0.3	-11.1	17.68	17.33
Johnstown.....	15	4,044	38.6	+ 0.5	-48.3	108,794	30.1	- 5.0	-53.4	26.90	28.42
Lancaster.....	29	4,951	76.8	+ 3.1	+ 1.9	91,026	62.4	- 6.0	-13.0	18.39	20.20
New Castle.....	11	2,827	39.2	- 4.4	-42.7	41,590	19.8	+ 4.2	-68.1	14.71	13.54
Philadelphia.....	243	79,280	78.7	- 2.1	-15.6	1,848,970	70.7	+ 1.4	-24.2	23.32	22.54
Pittsburgh.....	89	55,203	60.6	- 4.9	-20.2	946,324	37.3	- 7.0	-46.0	17.14	17.50
Reading—Lebanon.....	66	20,663	78.5	+ 1.8	-13.1	372,791	57.6	+12.7	-28.9	18.04	16.29
Scranton.....	37	5,105	67.4	+ 0.7	-23.7	81,237	59.4	- 4.3	-30.8	15.91	16.57
Sunbury.....	24	7,421	69.5	- 0.4	-14.7	111,818	49.9	- 8.3	-36.3	15.07	16.34
Wilkes-Barre.....	24	6,278	94.3	+ 2.9	- 2.2	91,782	79.6	+ 3.1	-16.4	14.62	14.60
Williamsport.....	25	4,268	72.2	+ 1.1	- 0.8	78,721	59.9	- 0.8	- 6.6	18.44	18.77
York.....	47	5,615	86.1	+ 0.8	-13.7	91,996	66.5	- 0.2	-23.2	16.38	16.62

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

## Wage Reduction in Manufacturing Industries Spreads Rapidly

Following the announcement of wage rate reductions in the steel industries, the movement spread rapidly to other industries. An analysis of the reports from 831 manufacturing firms for October shows that wage rate reductions were put into effect by 111 companies during October affecting the wages of a total of 56,264 employes, or nearly 23 per cent of the total number of workers employed. The wage reductions ranged from five to 45 per cent of the going rate and averaged 12 per cent. The reductions were centered in the metal products' group. Sixty-one of the 250 employers in this group reported wage reductions for 41,694 employes, comprising nearly 75 per cent of the total wage reductions reported for all manufacturing industries. The volume of wage reductions in industries outside of the metal group was much smaller, but in most instances, and particularly in the stone, clay, and glass group and the chemical group, the number of wage reductions reported during October was higher than in any other month during the current depression.

For the first ten months of 1931 the records show that 436 of the 830 odd manufacturing firms reporting have made wage reductions affecting a total of 101,697 employes, representing wage reductions by more than 50 per cent of all manufacturing firms reporting and decreasing the earnings of 40 per cent of the total number of workers employed. During the year 1930, wage reductions were reported by 130 manufacturing firms affecting the wages of only 15,000 employes. These figures, of course, do not include the record of wage reductions affecting those employes laid off or furloughed while receiving one rate and afterwards rehired at the reduced rate. Generally speaking, however, it appears that wage reductions have been made during the current year affecting more than half the total number of workers employed in the manufacturing industries of Pennsylvania.

The following table shows the wage reductions reported during October, 1931, classified by industry group:

**WAGE REDUCTION IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA  
OCTOBER, 1931**

INDUSTRY GROUP	Number of Firms Reporting Reductions	Number of Employes Affected	Per cent of Total Employed	Average Reduction— Per cent
All manufacturing.....	111	56,264	22.4	—11.8
Metal products.....	61	41,694	37.3	—10.1
Transportation equipment.....	4	527	3.2	—10.4
Textile products.....	17	7,361	13.7	—23.0
Foods and tobacco.....	3	593	2.8	— 9.3
Stone, clay and glass products.....	18	2,841	26.3	—10.0
Chemical products.....	1	1,794	16.9	—10.0
Leather and rubber products.....	2	604	5.9	—10.0
Paper and printing.....	5	850	6.7	—10.3

## **Anthracite Coal Mining Shows Large Gain in October**

The most impressive improvement of employment conditions in non-manufacturing industries for October was the gain recorded for the anthracite coal mining industry. The normal fall pick-up of work in anthracite mining was more gradual than in other years and fell short of the gains recorded in 1929 and in 1930. Nevertheless, the gains of nearly nine per cent in employment and more than 40 per cent in payrolls for the anthracite industry in October, 1931, represented a decided betterment of working conditions in the anthracite region. The volume of employment in anthracite mines for October, 1931, was approximately 12 per cent lower than a year ago, and payrolls amounted to only about 75 per cent of the figure for October last year.

Reports from 418 mines in the Pennsylvania bituminous industry show practically no change in employment for October as compared with September, but average payrolls gained nearly eight per cent. As compared with the situation in October, 1930, employment in the Pennsylvania bituminous industry for October, 1931, was about 12 per cent lower and payrolls nearly 34 per cent less.

## **Building Construction Decreases, State Road Work Gains**

Employment in the building and contracting industry continued its seasonal decline in October. Reports from 56 firms show a 1.8 per cent reduction. Wage payments in construction work for October were 4.2 per cent larger than in September due to a three per cent gain in working time.

Reports of State highway construction work for October show a record total of 28,450 workers employed on State roads during October, the largest figure in the history of the Department. The October total represented a 14.6 per cent gain over the number employed in September and an increase of 48.0 per cent as compared with the number employed during October last year.

## **New Report of Building Construction Employment**

Plans are now being developed in the Department for an expansion of the inquiry covering building construction employment so as to provide a more representative index of employment changes for this industry. This new inquiry will at first be limited to centers of construction activity covering the five largest cities in the State. The initial report of this survey will be made in connection with the release of employment and payroll figures for the month of November, 1931.

EMPLOYMENT AND EARNINGS IN NON-MANUFACTURING INDUSTRIES IN PENNSYLVANIA<sup>1</sup>

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS			AVERAGE WEEKLY EARNINGS		
		No. of Wage Earners Week Ended Oct. 15, 1931	Index Numbers 1923-1925 = 100		Total Weekly Payroll Week Ended Oct. 15, 1931	Index Numbers 1923-1925 = 100		Week Ended	Sept. 15, 1931		
			Per cent change compared with			Oct., 1931	Sept., 1931				
			Oct., 1931	Oct., 1930				Oct., 1931	Oct., 1930		
Anthracite coal mining <sup>2</sup> 86%	159	118,719	84.4	+ 8.5	-12.3	\$3,562,523	77.3	+40.5	-24.4	\$30.01	\$23.19
Bituminous coal mining <sup>3</sup> 22%	418	57,148	75.3	+ 0.1	-12.4	940,637	49.2	+ 7.7	-34.1	16.46	15.32
Building and contracting 5%	56	4,041	76.9	- 1.8	-25.3	102,315	62.0	+ 4.2	-27.1	24.32	24.07
Road building—State Highways <sup>4</sup> 100%	8 Div.	28,450	....	+14.6	+48.0	.....	.....	.....	.....	.....	.....
Street railways 55%	5	12,931	76.4	- 1.2	- 6.1	422,907	77.6	- 8.1	- 9.6	32.70	29.98
Retail trade 20%	69	25,690	90.6	+ 0.9	- 7.6	.....	....	.....	.....	.....	.....
Wholesale trade 12%	80	3,855	91.0	+ 1.0	- 0.2	.....	....	.....	.....	.....	.....

<sup>1</sup>Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

<sup>2</sup>Anthracite figures are from the Anthracite Bureau of Information.

<sup>3</sup>Bituminous figures are from the U. S. Bureau of Labor Statistics.

<sup>4</sup>Data as of November 1, 1931, Department of Highways report.

(Chain index--January, 1929 = 100)



## **Employment on Street Railways Decreases**

Employment for five street railway companies reporting for October showed a 1.2 per cent decline as compared with September, and payrolls dropped 8.1 per cent. The curtailment of operating schedules and the extension of one-man car operation accounts for the declining trend of employment and payrolls for this industry. Employment for the five street railway companies reporting for October shows a level six per cent lower than that of a year ago, and payrolls have dropped nearly 10 per cent.

Employment in retail stores advanced nearly one per cent in October which was about the same increase as shown for this period last year, but far less than the usual five per cent increase for this period. Employment in retail stores for October, 1931, was 7.5 per cent lower than for the same month a year ago, and 15.9 per cent lower than in October, 1929.

Employment for 80 wholesale firms reporting for October showed a one per cent gain as compared with September. Employment in the wholesale industry for October, 1931, was at practically the same level as in October, 1930, but was nine per cent lower than in October, 1929.

## **Industrial Fatalities for October are Lowest in Nineteen Months. Non-Fatal Injuries Increase**

Fewer workers were killed in industry during October than in any other month since March, 1930. The total of 116 industrial fatalities reported to the Bureau of Workmen's Compensation during October was a reduction of 16 deaths as compared with the total for September. March and October usually are the two peak accident months of the year and for that reason were selected as the months in 1931 during which intensive accident prevention efforts were to be made. The accident peak was clipped from the March total, and again in October, a substantial lowering of the accident peak was shown. The October total of 10,303 non-fatal industrial accidents, while 13.4 per cent higher than the September figure, was the smallest October accident total in the last 16 years, and was 21 per cent less than the total for October, 1930. Unquestionably, the depressed state of industrial activity accounted for a large share of this accident reduction, yet it is reasonably certain that the state-wide safety effort also was an important factor. The full effect of the October campaign for accident prevention is not fully measurable by the accident figures for the month, due to the customary 18 day lag in accident reporting.

The reduction of 12.1 per cent in the number of fatal accidents between September and October occurred largely in the bituminous coal mining industry and in state and municipal employment. Fatal accidents in the bituminous mines numbered 13 in October, as against 25 in September, a reduction of 12. Accidental deaths in state and municipal employment were cut from 14 in

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
ACCIDENT REPORTS RECEIVED

1931	Total		General Industrial		Coal Mining		Transportation and Public Utilities	
	Total	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Fatal	Non-fatal
TOTAL—Ten Months, 1931.....	95,190	1,285	93,905	588	57,742	574	123	4,068
January.....	10,767	153	10,614	59	6,237	75	19	513
February.....	9,044	117	8,927	47	5,116	55	15	382
March.....	9,219	128	9,091	59	5,254	61	8	392
April.....	9,198	122	9,076	51	5,504	59	12	382
May.....	9,075	142	8,933	74	5,503	58	10	339
June.....	9,026	128	8,898	60	5,509	55	13	402
July.....	9,914	125	9,789	65	6,602	40	20	420
August.....	9,307	122	9,185	55	5,929	56	11	447
September.....	9,221	132	9,089	63	5,857	63	6	370
October.....	10,419	116	10,303	55	6,231	52	9	421
TOTAL—First Ten Months, 1930.....	124,122	1,489	122,633	690	77,837	684	115	6,190
GRAND TOTAL.....	2,736,828	35,960	2,700,868	15,449	1,708,057	15,214	5,297	224,435

<sup>1</sup>Since the inception of the Act—January 1, 1916.

## INDUSTRIAL ACCIDENT FREQUENCY FOR OCTOBER, 1931, BY COUNTY

Industries of Juniata County again lead the list of safest work places for October. Lackawanna County with the worst record for October shows 7 of every 1,000 workers injured during the month, a rate equivalent to 83 injuries per 1,000 workers on an annual basis

COUNTY <sup>1</sup>	Number of Accidents Reported		Rate of Accidents per 1,000 of Working Population <sup>2</sup>		Comparative Rank of Low Accident Frequency
	Fatal	Non-fatal	October, 1931	Equivalent Annual Rate	
All Counties (67)—Total.....	116	10,303	2.80	32.97	..
Adams.....	..	24	1.76	20.72	14
Allegheny.....	11	1,388	2.60	30.61	36
Armstrong.....	..	84	3.26	38.38	45
Beaver.....	3	110	2.11	24.84	29
Bedford.....	1	22	1.97	23.20	23
Berks.....	1	183	1.85	21.78	16
Blair.....	..	72	1.50	17.66	8
Bradford.....	..	20	1.12	13.19	4
Bucks.....	2	57	1.54	18.13	11
Butler.....	..	56	2.07	24.37	26
Cambria.....	1	301	4.61	54.28	59
Cameron.....	..	9	4.80	56.52	61
Carbon.....	2	71	3.37	39.68	47
Centre.....	1	45	2.78	32.73	40
Chester.....	1	77	1.61	18.96	12
Clarion.....	..	40	3.62	42.62	50
Clearfield.....	..	92	3.41	40.15	49
Clinton.....	2	31	3.04	35.79	42
Columbia.....	1	77	4.53	53.34	57
Crawford.....	..	52	2.23	26.26	30
Cumberland.....	1	48	1.90	22.37	19
Dauphin.....	1	174	2.65	31.20	39
Delaware.....	2	210	1.85	21.78	17
Elk.....	..	45	3.96	46.63	52
Erie.....	1	159	2.40	28.26	33
Fayette.....	4	192	3.20	37.68	44
Forest.....	1	11	6.57	77.36	64
Franklin.....	1	33	1.52	17.90	10
Fulton.....	..	14	4.71	55.46	60
Greene.....	2	49	3.71	43.68	51
Huntingdon.....	..	35	2.54	29.91	35
Indiana.....	..	106	4.51	53.10	56
Jefferson.....	..	52	3.13	36.85	43
Juniata.....	..	3	1.64	7.54	1
Lackawanna.....	12	788	7.08	83.36	67
Lancaster.....	2	160	2.06	24.25	25
Lawrence.....	..	42	1.25	14.72	6
Lebanon.....	1	55	2.09	24.61	28
Lehigh.....	2	89	1.31	15.42	7
Luzerne.....	18	1,071	6.88	81.01	66
Lycoming.....	..	88	2.45	28.85	34
McKean.....	1	95	4.58	53.93	58
Mercer.....	3	60	1.82	21.43	15
Mifflin.....	..	43	2.90	34.15	41
Monroe.....	..	29	2.65	31.20	37
Montgomery.....	..	219	2.04	24.02	24
Montour.....	..	4	.80	9.42	3
Northampton.....	2	124	1.94	22.84	21
Northumberland.....	4	279	6.28	73.94	62
Perry.....	1	10	1.51	17.78	9
Philadelphia.....	13	1,475	1.67	19.66	13
Pike.....	..	6	1.97	23.20	22
Potter.....	..	17	2.65	31.20	38
Schuylkill.....	5	546	6.66	78.42	65
Snyder.....	..	8	1.21	14.25	5
Somerset.....	3	162	6.54	77.00	63
Sullivan.....	..	11	4.22	49.69	55
Susquehanna.....	..	25	2.08	24.49	27
Tioga.....	1	44	4.04	47.57	53
Union.....	..	12	1.86	21.90	18
Venango.....	..	50	2.29	26.96	31
Warren.....	1	50	3.29	38.74	46
Washington.....	5	277	4.07	47.92	54
Wayne.....	..	25	2.34	27.55	32
Westmoreland.....	..	331	3.39	39.91	48
Wyoming.....	..	4	.76	8.95	2
York.....	1	131	1.91	22.49	20
Out of State.....	2	31	....	....	..

<sup>1</sup>Counties having an accident rate higher than the average for all counties are printed in red.

<sup>2</sup>Rate is of accidents in all industries including the coal mining and transportation and public utility industries.

September to 6 in October, a decrease of 8. The construction and contracting group reported 14 deaths in October as compared with 16 in September, manufacturing 19 in October as against 21 in September, public utilities 1 in October and 3 in September, and trading 6 in October as compared with 7 in September. A very commendable record is shown by the hotel and restaurant group which has reported no fatal accident in the last four months.

Sharp increases in fatalities during October occurred in the transportation and the miscellaneous industry groups. Eight accidental deaths were reported by the transportation group during October as compared with 3 deaths in September, an increase of 5. The miscellaneous industry group reported 8 fatalities in October, or 4 more than in September. Deaths in the anthracite coal industry numbered 39 in October as against 38 in September. Quarries reported 2 accidental deaths in October, or 1 more than in September.

### **Cars and Engines Kill 18 Workers During October**

Despite a fuller protection afforded by improved safety devices and the more general and thorough instruction of employes in safe practices, cars and engines still cause an alarming loss of life and serious injury in Pennsylvania. Eighteen employes lost their lives and 653 workers were injured by cars and engines in Pennsylvania during October. Four employes of manufacturing concerns were killed by cars and engines, five anthracite and two bituminous mining employes, and seven steam railroad workers. The causes of these accidents were classified as follows:

<i>How the Accident Happened</i>	<i>Number of Workers Killed</i>
Struck or squeezed by mine car or locomotive. . . . .	6
Stepped in front of moving railroad car or locomotive. . . .	3
Caught while vibrating car in unloading process. . . . .	1
Stepping or falling off moving car or locomotive. . . . .	4
Struck by train while sweeping station platform. . . . .	1
Boys set switch for siding, causing freight train to collide with empty cars. . . . .	2
Rerailing derailed mine car. . . . .	1
<hr/>	
Total killed in car and engine accidents. . . . .	18

Falling objects led the list of causes of death to industrial workers during October with a total of 38, of which 35 occurred in coal mines. Other causes responsible for the deaths of five or more workers during October were falls of persons, 21; motor vehicles, 15; explosive substances, 6; and electricity, 5.

## Accidents for 10 Months of 1931 are 29,000 Less Than for Same Period in 1930

The accident totals for the three main divisions of industry for the first ten months of 1931 as compared with totals for the corresponding period in 1930 are as follows:

### ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

INDUSTRY	Ten Months, 1931		Ten Months, 1930		Per cent Increase or Decrease in 1931	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
General industrial.....	588	57,742	690	77,837	-14.8	-25.8
Coal mining.....	574	32,095	684	38,606	-16.1	-16.8
Transportation and public utilities....	123	4,068	115	6,190	+ 7.0	-34.3
<b>TOTAL.....</b>	<b>1,285</b>	<b>93,905</b>	<b>1,489</b>	<b>122,633</b>	<b>-13.7</b>	<b>-23.4</b>

## Compensation Awards for 10 Months of 1931 are 10 Per Cent Less Than Total for Corresponding Period in 1930

Compensation agreements were approved by the Bureau of Workmen's Compensation in 5,769 cases during October, 1931, involving payments to injured workers, or to the dependents of those fatally injured, to the amount of \$1,118,479. This amount was made up as follows:

91 fatal cases.....	\$331,576
313 permanent disability cases.....	390,147
5,365 temporary disability cases.....	396,756

Compensation awards for the ten months of 1931 totaled \$12,133,883 as compared with \$13,489,753 for the corresponding period of 1930, a decrease in 1931 of \$1,355,870, or 10.5 per cent.

The 313 cases of permanent disability in which agreements were approved during October included awards for the loss, or loss of use, of 31 eyes, 10 arms, 15 hands, 121 fingers, 80 part-fingers, 17 legs, and 18 feet. Awards also were made in 22 cases for facial disfigurement, in 13 cases for miscellaneous permanent disability, and in 19 cases for miscellaneous permanent partial disability.



ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
DURING OCTOBER, 1931

CAUSE	Total of All Industries				Construction and Contracting				Coal Mining		Manufacturing																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
					Building Construction				Other Construction				Contracting				Anthracite		Bituminous		Total of Manufacturing Industries				Chemicals and Allied Products				Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and Their Products		Paper and Paper Products and Printing		Miscellaneous																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
TOTAL OF ALL CAUSES.....	116	10,303	5	473	7	253	2	576	39	2,267	13	1,384	2	127	19	2,713	1	137	1	144	..	171	1	438	..	89	1	170	..	155	1	216	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	

\*F. = Fatal.  
N. F. = Non-fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION  
DURING OCTOBER, 1931—(Concluded)

CAUSE	Manufacturing—(Concluded)										Transportation and Public Utilities				Other Industries														
	Metals and Metal Products										Other	Other Transportation				Public Utilities	Hotels and Restaurants	Trading		State and Municipal	Miscellaneous								
	Totals	Blast Furnaces and Steel Works	Rolling Mills	Foundries and Machine Shops	Fabrication	Car Repair Shops	Automobile Service Stations	Steam Railroads																					
								F	NF	F		NF	F	NF	F			NF	F			NF							
* F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
TOTAL OF ALL CAUSES.....																													
Working machinery and processes.....																													
Boilers and pressure apparatus.....																													
Pumps and prime movers.....																													
Transmission apparatus.....																													
Elevators and hoists.....																													
Cranes and derricks.....																													
Cars and engines.....																													
Motor vehicles.....																													
Other vehicles.....																													
Hand trucks.....																													
Water and air craft.....																													
Handling objects—by hand.....																													
Hand tools.....																													
Electricity.....																													
Explosive substances.....																													
Hot and corrosive substances.....																													
Falling objects.....																													
Falls of persons.....																													
Stepping upon or striking against objects.....																													
Miscellaneous.....																													

\*F. = Fatal.  
N. F. = Non-fatal.

### Average Severity of Injury Shows Increase

Awards in permanent injury cases for the first ten months of 1931 show a 1.3 per cent decrease over the number compensated during the same period in 1930. Increases are shown for all classes of permanent injury except eye, arm, finger, and phalanx losses. The increase or decrease for specific classes of permanent injury for the first ten months of 1931 as compared with totals for the corresponding period in 1930 is shown in the following table:

PERMANENT INJURY CASES COMPENSATED

CLASS OF PERMANENT INJURY	Ten Months, 1931	Ten Months, 1930	Increase or Decrease in 1931	
			Number	Per cent
Eyes.....	373	412	— 39	— 9.5
Arms.....	69	77	— 8	—10.4
Hands.....	179	162	+ 17	+10.5
Fingers.....	908	957	— 49	— 5.1
Phalanges.....	601	772	—171	—22.1
Legs.....	146	98	+ 48	+49.0
Feet.....	160	122	+ 38	+31.1
Facial disfigurement.....	245	155	+ 90	+58.0
Miscellaneous permanent total.....	106	70	+ 36	+51.4
Miscellaneous permanent partial.....	166	66*	+100	.....
TOTAL.....	2,787	2,825	— 38	— 1.3

\*Classification established July 1, 1930, not included in total.

The average severity of injury for the temporary disability cases compensated during October also increased sharply over the average severity shown for the September cases. The average period of disability for the 5,365 temporary disability cases compensated during October, 1931, was 43.8 days as compared with 39.8 days for the cases compensated in September, 1931, a 10 per cent increase. The average length of disability for all temporary disability cases compensated during the first 10 months of 1931 was 41.9 days as compared with an average of 42.3 days for the temporary disabilities compensated during the corresponding period of 1930.

AGREEMENTS APPROVED BY THE BUREAU OF WORKMEN'S COMPENSATION

1931	Total	Fatal	Permanent Disability	Temporary Disability
TOTAL—Ten Months, 1931.....	60,522	1,332	2,953	56,237
January.....	7,396	134	373	6,889
February.....	6,829	192	296	6,341
March.....	6,124	151	333	5,640
April.....	7,193	150	318	6,725
May.....	4,743	99	264	4,380
June.....	5,565	156	281	5,128
July.....	5,326	129	239	4,958
August.....	6,060	109	317	5,634
September.....	5,517	121	219	5,177
October.....	5,769	91	313	5,365
TOTAL—First Ten Months, 1930.....	73,016	1,438	2,892	68,686
GRAND TOTAL <sup>1</sup> .....	1,158,597	30,390	37,220	1,090,987

<sup>1</sup>Since the inception of the Act—January 1, 1916.

## COMPENSATION AWARDED AND PAID

	AWARDED				PAID			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
1931								
TOTAL—Ten Months, 1931.....	\$ 12,133,883	\$ 4,413,039	\$ 3,749,925	\$ 3,970,919	\$ 11,482,988	\$ 3,647,436	\$ 3,864,633	\$ 3,970,919
January .....	1,339,241	435,014	457,217	447,010	1,216,742	339,481	430,251	447,010
February.....	1,361,529	533,737	368,450	459,342	1,134,901	297,335	378,224	459,342
March.....	1,349,202	512,483	419,075	417,644	1,165,208	370,828	376,736	417,644
April.....	1,402,269	541,415	383,012	477,842	1,206,031	348,815	379,374	477,842
May.....	981,615	293,981	350,002	337,632	1,115,682	402,280	375,770	337,632
June.....	1,229,229	486,154	380,851	362,224	1,134,993	381,271	391,498	362,224
July.....	1,104,972	441,623	318,104	345,245	1,109,726	388,050	375,831	345,245
August.....	1,171,074	404,296	386,047	380,731	1,111,158	351,681	378,746	380,731
September.....	1,076,273	432,760	297,020	346,493	1,027,813	308,476	372,844	346,493
October.....	1,118,479	331,576	390,147	396,756	1,260,734	458,619	405,359	396,756
TOTAL—First Ten Months, 1930....	\$ 13,489,753	\$ 5,059,668	\$ 3,305,412	\$ 5,124,673	\$ 11,827,443	\$ 3,366,585	\$ 3,336,185	\$ 5,124,673
GRAND TOTAL..	\$194,366,089	\$88,259,516	\$42,987,303	\$63,119,270	\$145,249,431	\$44,108,777	\$38,021,384	\$63,119,270

<sup>1</sup>Since the inception of the Act—January 1, 1916.



# COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION

## PERMANENT INJURIES<sup>2</sup>

1931	Loss of Eyes		Loss of Arms		Loss of Hands		Loss of Fingers		Loss of Phalanges	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Ten Months, 1931,....	390	\$ 701,301	72	\$ 205,294	183	\$ 436,561	1,166	\$ 460,784	752	\$ 172,783
January.....	55	101,049	10	29,551	29	69,846	146	58,582	91	21,612
February.....	35	62,907	12	35,055	18	44,010	115	44,429	80	20,034
March.....	41	73,397	9	27,640	19	45,128	126	52,135	96	21,486
April.....	35	60,104	6	13,769	16	37,114	99	38,342	96	21,769
May.....	46	84,504	8	21,611	17	40,202	114	45,580	57	13,001
June.....	37	64,132	5	14,599	19	39,805	133	52,075	65	14,682
July.....	38	73,942	4	11,592	9	23,657	109	41,409	50	12,724
August.....	44	81,125	4	9,580	24	59,831	126	49,463	79	17,054
September.....	28	47,378	4	10,439	17	40,661	77	32,282	58	12,400
October.....	31	52,763	10	31,458	15	36,307	121	46,487	80	18,021
TOTAL—First Ten Months, 1930,.....	431	\$ 791,580	77	\$ 219,406	166	\$ 408,252	1,237	\$ 509,331	949	\$ 218,256
GRAND TOTAL <sup>1</sup> .....	9,009	\$13,242,974	1,205	\$2,850,089	3,660	\$7,065,900	12,508	\$4,650,992	9,841	\$2,012,963

<sup>1</sup>Since the inception of the Act—January 1, 1916.

<sup>2</sup>Multiple losses separated respectively.

PERMANENT INJURIES<sup>2</sup>—(Concluded)

	Loss of Legs		Loss of Feet		Facial Disfigurement		Miscellaneous		
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Per. Total Dis.		Per. Par. Dis. <sup>3</sup>
							No.	Amt. Awarded	
1931									
TOTAL—Ten Months, 1931.....	152	\$ 430,732	161	\$ 347,967	245	\$ 84,800	106	\$ 540,660	\$379,043
January.....	12	36,300	18	37,558	22	6,748	9	47,525	48,446
February.....	16	37,778	19	37,971	33	9,105	10	52,068	25,093
March.....	22	60,759	20	43,772	31	15,011	8	45,102	34,645
April.....	21	59,949	18	37,668	38	13,582	9	49,228	51,487
May.....	10	28,465	11	23,285	17	2,700	11	54,107	36,547
June.....	14	42,972	19	37,950	14	2,251	18	89,445	22,940
July.....	14	36,402	14	30,073	23	6,349	11	53,992	27,964
August.....	15	47,609	13	27,311	34	13,396	8	38,889	41,789
September.....	11	33,234	11	23,333	11	5,652	9	43,075	48,566
October.....	17	47,264	18	39,046	22	10,906	13	67,229	41,566
TOTAL—First Ten Months, 1930.....	102	\$ 292,067	125	\$ 262,063	155	\$ 70,835	70	\$ 370,755	\$162,867
GRAND TOTAL <sup>1</sup> .....	1,738	\$4,093,990	2,357	\$4,139,777	1,069	\$521,066	846	\$3,813,694	\$595,858

<sup>1</sup>Since the inception of the Act—January 1, 1916.

<sup>2</sup>Multiple losses separated respectively.

<sup>3</sup>New classification established July 1, 1930.

## FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1927			1928			1929			1930			1931		
	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
January .....	170	14,497	14,667	161	11,975	12,136	161	13,644	13,806	180	14,107	14,287	153	10,614	10,767
February ....	184	13,101	13,285	145	11,912	12,057	137	12,140	12,277	155	11,914	12,069	117	8,927	9,044
March .....	354	27,598	27,952	306	23,887	29,193	208	25,784	26,092	335	26,021	26,356	270	10,541	19,311
April .....	162	14,332	14,494	145	12,539	12,684	195	13,712	13,907	115	12,089	12,204	128	9,091	9,219
May .....	516	41,930	42,446	451	36,426	36,877	493	39,496	39,989	450	38,110	38,562	398	28,632	29,030
June .....	169	12,693	12,862	139	10,928	11,067	151	12,593	12,744	167	11,309	11,476	122	9,076	9,198
July .....	685	54,623	55,308	590	47,354	47,944	644	52,089	52,733	617	49,419	50,036	520	37,708	38,228
August .....	172	12,869	13,041	360	13,041	13,401	179	13,677	13,856	124	12,059	12,183	142	8,933	9,075
September....	857	67,492	68,349	950	60,395	61,345	823	65,766	66,589	741	61,478	62,219	662	46,641	47,303
October .....	185	13,441	13,626	190	12,503	12,693	137	13,679	13,816	139	11,871	12,010	128	8,898	9,026
November....	1,042	80,933	81,975	1,140	72,893	74,033	960	79,445	80,405	880	73,349	74,229	700	55,539	56,329
December....	176	12,548	12,724	138	12,291	12,429	172	13,302	13,474	170	12,066	12,236	125	9,789	9,914
TOTAL.....	1,218	93,481	94,699	1,278	85,189	86,467	1,132	92,747	93,879	1,050	85,415	86,465	915	65,328	66,243
	172	13,660	13,832	175	13,633	13,808	181	16,512	16,693	149	12,380	12,529	122	9,185	9,307
	1,390	107,141	108,531	1,453	98,822	100,275	1,313	109,259	110,572	1,199	97,795	98,994	1,037	74,513	75,550
	160	13,279	13,439	147	12,747	12,894	179	13,590	13,769	164	11,790	11,954	132	9,089	9,221
	1,550	120,420	121,970	1,600	111,569	113,169	1,492	122,849	124,341	1,363	109,585	110,948	1,169	83,602	84,771
	161	13,564	13,725	167	15,091	15,258	181	15,674	15,855	126	13,048	13,174	116	10,303	10,419
	1,711	133,984	135,695	1,767	120,660	122,427	1,673	138,523	140,196	1,480	122,633	124,122	1,285	93,905	95,190
	192	13,087	13,279	155	12,763	12,918	162	13,910	14,072	136	10,229	10,365			
	1,903	147,071	148,974	1,922	139,423	141,345	1,835	152,433	154,268	1,625	132,862	134,487			
	150	11,619	11,769	143	11,010	11,153	165	12,224	12,389	130	10,055	10,185			
TOTAL.....	2,053	158,690	160,743	2,065	150,433	152,498	2,000	164,657	166,657	1,755	142,917	144,672			

NOTE: The figures in italics represent the cumulative totals by month under each classification.

## THEY PUT SAFETY FIRST\*

OUTSTANDING RECORDS OF PENNSYLVANIA INDUSTRY ASSEMBLED BY THE  
BUREAU OF INSPECTION

After 41 years of service in the Hoopes' Brothers and Darlington Wheel Works, at West Chester, without injury, John J. Winder's left hand was caught in a machine, resulting in the loss of a part of his index finger.

---

The Viaduct Plant of the Bethlehem Steel Company, at Coatesville, employing 365 men, reports no lost-time accidents from July 17 to October 14, 1931, when this record was still continuing.

---

A period of three years without a fatality among its 1,600 employees was reported recently by the Lukens Steel Company, of Coatesville.

---

The plant of the American Can Company, at New Castle, which won a safety certificate in the Western Pennsylvania Safety Council Inter-Plant Contest by operating for a period of six months without a lost-time accident among 150 employees, reports that its full period of accident-free operation up to October 9, 1931, was 10 months.

---

The National Works of the National Tube Company, at McKeesport, went through the month of August, 1931, without a lost-time accident among 2,807 employees working regularly in that period. The total of employees of this concern is 3,964, but not all were working steadily.

---

The Hess-Bright Manufacturing Company, at Philadelphia, reports through Mr. H. S. Langdon, in charge of safety, that its 575 employees worked from April 18, 1931, to October 13, 1931, without a lost-time accident and is determined to complete the year with a clear record for the remaining period. This concern contributed a no-accident record to the March safety campaign.

---

The 600 employees in the Mechanical Department of the Philadelphia Public Ledger had, up to October 10, 1931, worked 431 days without a lost-time accident. Mr. Joseph Clapham, the superintendent, introduced the policy responsible for this record and is undertaking a similar campaign for safety among Philadelphia Inquirer employees.

---

\*This will be a monthly feature in **Labor and Industry**. Pennsylvania concerns are invited to submit from time to time safety records that they consider worthy of publication. Address Director, Bureau of Inspection, Department of Labor and Industry, Harrisburg, or your Divisional Supervisor of the Bureau.

The Sharon Plant of the Westinghouse Electric and Manufacturing Company which reduced lost-time accidents from 393 in 1926 to 10 accidents for the first 10 months of 1931, continued a no-accident drive through November. Posters dealing with industrial safety were displayed in the plant. Special safety instructions were issued to all supervisors, and whistles were blown at 9 A. M. and 3:45 P. M., to remind all within hearing of the importance of safety.

---

Mr. J. J. Coffey, former Supervising Inspector of the Philadelphia Division of the Bureau of Inspection and more recently Safety Engineer for the Arundel Corporation on the hydro-electric project at Safe Harbor, reports a reduction of 62 per cent in accident frequency for October, 1931, as compared with October, 1930.

---

In a letter to Supervising Inspector Charles C. Black, of the Philadelphia office of the Bureau of Inspection, Mr. Frank C. Grieves, Secretary of the Safety Committee of S. L. Allen and Company, Incorporated, at Philadelphia, manufacturers of sleds and agricultural implements, says, "Again we go over the top for October as we did in March—100 per cent—no lost-time accidents."

---

Rohm and Haas, Incorporated, manufacturers of chemicals, at Bristol, reported under date of October 15th, a record of 62 days without accident among 170 employees. The record was at that time still continuing.

---

The National Works of the American Sheet and Tin Plate Company, at Monessen, with 1,150 men working four to five days per week, went through the months of February and August without a lost-time accident. The month of August included a run of 55 days without accident.

---

The hearty cooperation of the Safety Engineers Club of Philadelphia was an important contribution to the success of the October safety drive of the Bureau of Inspection. Writing to Harry D. Immel, Director of the Bureau, Mr. Neil A. Fisher, Secretary-Treasurer of the club, transmitted the following resolution unanimously passed: "The Safety Engineers Club is fully in accord with the Department of Labor and Industry, State of Pennsylvania, in its drive to knock off the peaks of March and October to reduce the number of industrial accidents."

---

The American Steel and Wire Company, of Allentown, with an average of 400 employes, reported under date of October 19th no lost-time accidents for 1931 up to that time.



Robert Tarlo and Son, of Philadelphia, woodworkers producing a high grade line of bank and office fixtures, report a record free from accidents over a period of 12 months extending from October, 1930, to October, 1931. In that period the average number of employes was about 35, number of man-days worked was 9,401.

The Boyertown Burial Casket Company, of East Greenville, boasts a record of only one lost-time accident in the last three years among an average of 170 employes engaged largely in woodworking. The single accident in this period resulted from a splinter which caused an infection in a worker's hand.

## INDUSTRIAL BOARD

The following interpretations were approved by the Industrial Board on November 17, 1931:

### INTERPRETATIONS

#### 1. Regulations for Protection from Fire and Panic.

- (a) "It is interpreted that Rules 116 (c) and 304 (c) of the Regulations for Protection from Fire and Panic require that seats shall be securely fastened to the floor or together in an approved manner wherever massed seating is provided."
- (b) "It is interpreted that the fireproofing requirements of the Regulations for Protection from Fire and Panic do not apply to buildings two stories in height where the owner of the building is the sole occupant of the portion used for residential purposes."

The following devices were also approved by the Board at this meeting:

COMPANY	DEVICE
The Electric Storage Battery Company, Philadelphia, Pa.	Exide Model D-30460 Emergency Lighting Unit.
W. A. Laub Co., Philadelphia, Pa.	U Type Tri Loc Grating for Fire Escape Treads.
MacCallum, Inc., Philadelphia, Pa.	Gries 35 MM. Talking Motion Picture Equipment.
MacCallum, Inc., Philadelphia, Pa.	Ampro 16 MM. Silent Projector.
Steffens-Amberg Co., Newark, N. J.	Smith Type Number 300 and 336 Panic Bolts.

# RECENT DECISION OF THE WORKMEN'S COMPENSATION BOARD

## BEVIVINO v. MERION CRICKET CLUB

### *Employer—Employee.*

*Whether or not a caddy is an employe of the club is determined by the conditions under which he is engaged. In this case the club employs a caddy master and an assistant, both of whom are paid wages and whose duty it is to supervise the boys who serve as caddies. The player has the option of paying the caddy in cash at the end of the game, or he can sign a slip and the club pays the caddy and charges the expenditure to the player's account. The direction and control assumed by the club over the caddies is such as to establish the relation of master and servant. Award affirmed.*

### Opinion by Commissioner Hunter—November 17, 1931

The claimant, Joseph A. Bevivino, was a caddy on the golf links of the Merion Cricket Club, Haverford, Pennsylvania. He sustained an injury in the club's caddyhouse on August 6, 1930, as the result of which he suffered total disability until September 10, 1930.

The club's insurance carrier, as intervening defendant, appealing to the Board from the referee's allowance of four weeks' compensation, excepts to the referee's findings of fact in two particulars. First, it is averred that the claimant was not an employe of the club, within the meaning of the Act, and secondly, that he was not in the course of employment when he sustained his injury.

It is the defendant insurance carrier's theory that the claimant stood technically in the role of a licensee; that the club merely permitted him to come upon its premises to sell his services as a caddy if and when members who play golf wished to employ him. This contention is predicated on the fact that the club as an entity did not foot the bills for the caddies' services out of a fund created by taxing the membership as a whole, but that each member individually was taxed for the services of the caddy who went around the course with him, and that sometimes the member paid the caddy directly and, therefore, was not taxed.

Where question arises as to the existence of the relationship of master and servant the determining factor is not what the arrangement was in respect to paying for the services (*Sgattone v. Mulholland*, 290 Pa. 341), but whether there was control over the servant. Anyone possessing the right to hire and discharge, who controls the premises upon which the services are performed, and who is not only interested in the results to be accomplished, but has the power to determine and direct how they shall be accomplished, is clearly a master under the definition of our appellate courts. *McColligan v. Pennsylvania Railroad Company*, 214 Pa. 229.

In the instant case it is in evidence that the club employed a caddy master and assistant caddy masters to supervise the boys who served as caddies. The caddy master and assistants were paid wages by the club and were clearly its agents. The testimony shows that the claimant was taken to the club's golf course by a friend who introduced him to the caddy master; that the caddy master put the claimant to work as a caddy, and that on subsequent occasions the claimant was assigned by the caddy master or his assistants to go around the course with other members. It also is evident that this claimant never went out on the course with a member or player unless the caddy master or one of his assistants gave directions.

It is in testimony that if any of the players were dissatisfied with the services of the caddies they reported the facts to the caddy masters, who took such action as the complaints warranted. It appears that where a caddy was not satisfactory he was denied assignments so he would be discouraged and stay away. When caddies became "obstreperous" they were reported to the caddy master who had them removed by a policeman.

A building was maintained as a caddyhouse, wherein the caddies could seek shelter in time of storm, wherein toilet facilities were provided for the caddies, and where also there was a place in which the caddies could congregate while awaiting assignment. These provisions for the caddies certainly do not sustain the contention that the club viewed them as mere licensees. If the club looked upon them in that light one would expect that some charge for these facilities would be imposed upon the licensees or concession-holders.

The suggestion that there was no contract of hiring is not tenable; for in many employments the contract is just as informal. The fact that the claimant, on the first day he appeared at the club, was put to work by the club's caddy master, and that he was always given work when he appeared at the links and there was work for him to do cannot be brushed aside as meaning nothing.

Furthermore, we believe the arrangement for paying the caddies is evidence, not that the golf players were solely responsible for the payment of the caddies, but that the club held itself responsible for their remuneration. If the player wished to pay the caddy's fee in cash at the end of play he was privileged to do so. But if he did not wish to make the outlay he could sign a slip, or due bill, and the club paid the caddy immediately and charged the expenditure to the player's account. There was no requirement that if the players failed to reimburse the club the caddy must refund the money. If there was any loss the club had to stand it.

All of which, in the Board's opinion, is proof that the club maintained the control of a master over the caddies. That being so, the referee did not err in finding as a fact that the claimant was, within the meaning of the Act, an employe of the club.

The claimant having been an employe of the club at the time of the accident we cannot do otherwise than hold that he was in the course of his employment. The appellate courts, in numerous compensation cases, have ruled that the employe does not depart from the course of his employment when, as in the instant case, he goes into a retiring room for the purpose for which such rooms are maintained; and it also has been ruled that as the employe is entitled to a reasonable period, after completion of his tasks, in which to leave the employer's premises, any accident occurring within such reasonable period is compensable. (See *Skinner*, 2nd Edition, page 127.)

Consequently, the Board affirms the referee's findings of fact, conclusions of law, and award of compensation. The appeal is dismissed.

# WORKMEN'S COMPENSATION BOARD

## SCHEDULE OF HEARINGS FOR 1932

PITTSBURGH.....	January 12-13-14
HARRISBURG.....	January 26
PHILADELPHIA.....	January 27-28-29
SCRANTON.....	February 2
WILKES-BARRE.....	February 3
POTTSVILLE.....	February 4
PITTSBURGH.....	March 1-2-3
HARRISBURG.....	March 29
PHILADELPHIA.....	March 30-31; April 1
SCRANTON.....	April 5
WILKES-BARRE.....	April 6
POTTSVILLE.....	April 7
PITTSBURGH.....	April 27-28-29
HARRISBURG.....	May 3
PHILADELPHIA.....	May 4-5-6
PITTSBURGH.....	June 7-8-9
HARRISBURG.....	June 14
PHILADELPHIA.....	June 15-16-17
SCRANTON.....	June 21
WILKES-BARRE.....	June 22
POTTSVILLE.....	June 23
PITTSBURGH.....	September 6-7-8
HARRISBURG.....	September 27
PHILADELPHIA.....	September 28-29-30
SCRANTON.....	October 4
WILKES-BARRE.....	October 5
POTTSVILLE.....	October 6
PITTSBURGH.....	October 18-19-20
HARRISBURG.....	November 29
PHILADELPHIA.....	November 30; December 1-2
SCRANTON.....	December 6
WILKES-BARRE.....	December 7
POTTSVILLE.....	December 8

COMMONWEALTH OF PENNSYLVANIA  
DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

---

Harrisburg:.....Office of the Secretary,  
Industrial Board,  
Workmen's Compensation Board,  
Bureau of Accounting,  
Bureau of Employment,  
Executive Bureau,  
Bureau of Industrial Relations,  
Bureau of Industrial Standards,  
Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Statistics,  
Bureau of Workmen's Compensation,  
Bureau of Women and Children,  
South Office Building.

---

BRANCH OFFICES

Allentown:.....Lehigh Valley State Employment Office,  
529 Hamilton Street.  
State Workmen's Insurance Fund,  
6 Gerner Building, 838 Hamilton St.

Altoona:.....Cooperative State Employment Office,  
Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
State Workmen's Insurance Fund,  
Central Trust Building.

DuBois:.....Bureau of Rehabilitation,  
Workmen's Compensation Referee,  
Deposit National Bank Building.

Erie:.....State Employment Office,  
126 East Eleventh Street.

Franklin:.....State Workmen's Insurance Fund,  
413 Franklin Trust Building.

Gaines:.....State Workmen's Insurance Fund.

Greensburg:.....State Workmen's Insurance Fund,  
306 Coulter Building.

- Harrisburg: . . . . . Bureau of Bedding and Upholstery,  
400 North Third Street.  
State Employment Office,  
Second and Chestnut Streets.  
State Workmen's Insurance Fund,  
18-26 South Fourth Street.
- Hazleton: . . . . . Bureau of Inspection,  
713 Hazleton National Bank Building.
- Johnstown: . . . . . Bureau of Inspection,  
427 Swank Building.  
State Employment Office,  
219 Market Street.  
State Workmen's Insurance Fund,  
1005 U. S. National Bank Building.
- Kane: . . . . . Workmen's Compensation Referee,  
Kane Trust and Savings Building.  
Bureau of Inspection,  
Fraley and Field Streets.
- Lancaster: . . . . . Cooperative State Employment Office,  
Y. M. C. A. Building,  
Bureau of Inspection  
Workmen's Compensation Referee,  
Woolworth Building.
- Lock Haven: . . . . . State Workmen's Insurance Fund,  
214 Vesper Street.
- New Castle: . . . . . Cooperative State Employment Office,  
Y. M. C. A. Building,  
West Washington Street.
- Oil City: . . . . . Cooperative State Employment Office,  
Y. M. C. A. Building.
- Philadelphia: . . . . . State Employment Office (Main Office),  
Bureau of Rehabilitation,  
Steele Building, Fifteenth and Cherry Streets.  
Bureau of Inspection,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,  
Workmen's Compensation Board,  
Bureau of Women and Children,  
State Workmen's Insurance Fund,  
Bureau of Bedding and Upholstery,  
Market Street National Bank Building, 11th Floor,  
Market and Juniper Streets.
- Pittsburgh: . . . . . Bureau of Inspection,  
Bureau of Rehabilitation,  
Bureau of Workmen's Compensation,  
Workmen's Compensation Referee,



	Bureau of Industrial Relations, Fulton Building. State Employment Office, 622 Grant Street. State Workmen's Insurance Fund, 904 Park Building.
Pottsville: . . . . .	Bureau of Rehabilitation, Workmen's Compensation Referee, Thompson Building. State Workmen's Insurance Fund, Baird Building.
Reading: . . . . .	State Employment Office, 24 North Sixth Street.
Ridgway: . . . . .	State Workmen's Insurance Fund, Elk County National Bank Building.
Scranton: . . . . .	State Employment Office, Linden Street and Madison Avenue. Bureau of Inspection, Workmen's Compensation Referee, State Workmen's Insurance Fund, 418 Union National Bank Building.
Sunbury: . . . . .	State Workmen's Insurance Fund, 9 Witmer Building.
Towanda: . . . . .	State Workmen's Insurance Fund, 216 Poplar Street.
Uniontown: . . . . .	Workmen's Compensation Referee, Blackstone Building.
Upper Darby: . . . . .	Bureau of Inspection, 6908 Market Street.
Wilkes-Barre: . . . . .	Bureau of Rehabilitation, Workmen's Compensation Referee, Coal Exchange Building. State Workmen's Insurance Fund, 174 Carey Avenue.
Williamsport: . . . . .	Bureau of Inspection, Workmen's Compensation Referee, Heyman Building. Cooperative State Employment Office, Y. M. C. A. Building, 343 West Fourth Street.
Williamsport District . . . . .	State Workman's Insurance Fund, Bellefonte.
York: . . . . .	Bureau of Workmen's Compensation, Central National Bank Building.

NOTE:—State Employment Offices are conducted in cooperation with the United States Employment Service.











